

Women, Business and the Law



2012

Removing barriers to economic inclusion



Measuring gender parity in 141 economies

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Foreword

UN Women informs us that “women perform 66 percent of the world’s work, produce 50 percent of the food, but earn 10 percent of the income and own 1 percent of the property.”¹ To shed light on why this grim statistic still holds true, *Women, Business and the Law* aims to examine legal differentiations on the basis of gender in 141 of the world’s economies.

In order for men and women throughout the developing world to have access to an earned income and own property, effort in a broad range of areas, from security and infrastructure to education and health is required.

In recent years, we have seen an increasing number of governments devote efforts to the formulation of sounder business regulations. The World Bank’s *Doing Business* publication, which tracks reforms in business regulations critical for small- and medium-size domestic firms, highlights the efforts being made in countries as varied as Peru and Kazakhstan, Vietnam and Cape Verde, Hungary and China. And we see increasing evidence of the impact of these reforms on the formal registration of firms, access to finance and job creation.

But how can we ensure that, as governments go about improving business regulation, women entrepreneurs and workers benefit alongside men? To answer this question, we must examine those regulations and institutions which differentiate between women and men in ways that affect their incentives or capacity to work, earn an income, own and manage property or set up and run a business.

Women, Business and the Law focuses on this critical piece of the puzzle, objectively highlighting differentiations on the basis of gender in 141 economies around the world, covering six areas: accessing institutions, using property, getting a job, providing incentives to work, building credit and going to court. *Women, Business and the Law* describes regional trends and shows how economies are changing across these six areas, tracking governments’ actions to expand economic opportunities for women.

The empirical evidence suggests that, slowly but surely, governments are making progress in expanding opportunities for women. From June 2009 to March 2011, *Women, Business and the Law* recorded 46 legal and regulatory changes occurring in 39 economies that affected the indicators. Without doubt, 41 of these changes were aimed at achieving greater gender parity and reducing legal differentiation between men and women, with Kenya leading the way with the highest number of changes in this positive direction.

These issues are of fundamental importance. International competitiveness and productivity have much to do with the efficient allocation of resources, including, of course, human resources. The efficient operation of our increasingly knowledge-based economy is not only a function of adequate levels of available finance and a reasonably open trade regime for goods and services, but is also more and more dependent on our ability to tap into a society’s reservoir of talents and skills. When, because of tradition, social taboos or simple prejudice, half of the world’s population is prevented from making its contribution to the life of a nation, the economy will suffer. The skill set that the private sector can tap into will be necessarily narrower and shallower, with the result that productivity, the engine of sustainable growth, will be impaired. It is certainly no surprise that the most competitive economies in the world, those that have been better able to operate on the boundaries of the technology frontier, are also those where women have the same opportunities as men.

It is our hope that data presented in *Women, Business and the Law* will both facilitate research on linkages between legal differentiation and outcomes for women, and promote better informed policy choices on what governments can do to expand opportunities for women.



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¹ http://www.unifem.org/gender_issues/women_poverty_economics/facts_figures.php#2

Executive Summary

For men and women throughout the developing world, the chance to start and run a business or get a good job is the surest hope for a way out of poverty. Creating the kind of environment in which this hope can flourish requires effort in a broad range of areas, from security and infrastructure to education and health. It also requires good business regulation, suited to the purpose, streamlined and accessible, so that the opportunity to build a business or have a good job is dependent not on connections, wealth or power, but on an individual's initiative and ability.

Measuring how regulations and institutions differentiate between women and men in ways that may affect women's incentives or capacity to work or to set up and run a business provides a basis for improving regulation. *Women, Business and the Law* objectively measures such legal differentiations on the basis of gender in 141 economies around the world, covering six areas: accessing institutions, using property, getting a job, providing incentives to work, building credit, and going to court. Within these six areas, we examined 21 legal differentiations for unmarried women and 24 legal differentiations for married women for a total of 45 gender differences, covering aspects such as being able to get a job, sign a contract, register a business, open a bank account, own property, work at night or in all industries, and retire at the same age as men. This is a simplified measure of legal differentiation that does not capture the full extent of the gender gap, nor does it indicate the relative importance of each aspect covered, but does provide a basic understanding of the prevalence of gender based legal differences in each economy.

In 103 of the economies covered, there exists at least one such legal difference between men and women that may hinder women's economic opportunities. In all economies, married women face as many or more differentiations as unmarried women. This loss in rights at the time of marriage occurs for women, but not for men. No economy imposes all 45 legal differentiations on women. Twenty-four economies impose ten or more legal differentiations. None of these is in the high-income OECD, or Eastern Europe and Central Asia or Latin America and the Caribbean. According to the methodology of *Women, Business and the Law*, in 38 economies there are no legal differentiations on the basis of gender. On average,

high-income economies have fewer legal differentiations than middle- and low-income economies. However, even as income levels rise, these disparities do not necessarily disappear, as 17 of the 39 high-income economies covered have at least one legal gender differentiation between men and women.

Globally, women represent 49.6% of the total population, but only 40.8% of the total workforce in the formal sector. Differences in the way men and women are treated under the law may, in part, explain this gap. In fact, the *Women, Business and the Law* data show that economies with higher levels of legal differentiation between men and women have, on average, lower female formal labor force participation—both in absolute terms and relative to men—and lower levels of women's entrepreneurship.

From June 2009 to March 2011, *Women, Business and the Law* recorded 46 legal and regulatory changes occurring in 39 economies which affected the indicators. Forty-one of these changes were toward more gender parity, reducing legal differentiation between men and women. Four were neutral and one actually resulted in less gender parity (Bolivia). Of the six areas studied, the one showing the highest number of changes was getting a job, in which there were 19 reforms.

Slowly but surely, however, change is occurring. Kenya, the economy that had the highest number of reforms in the areas covered in *Women, Business and the Law*, is an example of this change. Kenya reformed in accessing institutions, using property and in going to court. Many of the documented changes came about through Kenya's new Constitution. This legal reform eliminated gender differentiation under the law relating to a woman's ability to pass her nationality to her child or spouse, entitles every Kenyan to a passport and all registration or identity documents issued to citizens, and guarantees freedom of movement into, out of, and within Kenya for all citizens. Furthermore, customary law in Kenya is no longer exempt from constitutional provisions on non-discrimination. In fact, customary law is now void if it is inconsistent with the Constitution. Moreover, the same Constitution grants women equal rights before, during, and after marriage. It also grants women equality of inheritance rights for the

first time. Kenya also has a new fast-track court procedure for small claims.

Across the globe, economies tend to cluster their legislative choices by region, in part because those economies are likely to have a similar history and share certain socio-cultural norms and values. High-income OECD economies and those in Eastern Europe and Central Asia do not impose many legal restrictions on women. In fact, in these economies it is only labor regulations that are gender differentiated and these tend to benefit women. However, there is a realization in some of these economies that by favoring women, they may be making them more expensive for employers to hire. This may be one of the reasons behind the recent move towards more inclusive benefits such as parental leave. Both of these regions tend to give better access to justice through small claims courts and to credit by making credit bureaus and registries more prevalent and with a wider range of coverage.

In Latin America and the Caribbean and in East Asia and the Pacific, explicit legal gender differentiation is uncommon in the areas measured in accessing institutions and using property, but still exists in a few economies: Chile, Ecuador, Honduras, Indonesia, Malaysia, the Philippines, and Thailand. Meanwhile, labor regulations are unlikely to include benefits such as parental leave; among the 34 economies covered in these two regions, only Taiwan, China grants parental leave. Institutions such as small claims courts are present in approximately half of the economies covered.

The Middle East and North Africa, South Asia, and Sub-Saharan Africa are the three regions in which explicit legal gender differentiations are more common, both in accessing institutions and in using property. All 14 economies covered in the Middle East and North Africa have at least one legal differentiation in both accessing institutions and using property. In South Asia, only Sri Lanka

does not have any legal differentiation in both topics. Out of 35 economies in Sub-Saharan Africa, only ten (Angola, Burkina Faso, Ethiopia, Kenya, Liberia, Mauritius, Namibia, South Africa, Zambia and Zimbabwe) have no legal differentiation in these topics. Moreover, benefits, such as paternity leave, designed to share child raising responsibilities and free women's time to work outside the home are very rare in these three regions. In fact, none of the economies covered in South Asia offers any paternity leave.

In a changing world, how can we be sure that women as well as men entrepreneurs and workers obtain the benefit from these changes? While many other factors—such as healthcare, education, and access to good basic infrastructure—are vitally important for advancing women's economic inclusion, having the same legal opportunities as men is a significant part of the picture. By measuring where the law treats men and women differently, *Women, Business and the Law* shines a light on how women's incentives or capacity to work are affected by the legal environment. And what gets measured gets done.

About Women, Business and the Law

Until the 1800s, most of the world's women enjoyed fewer legal rights than men in areas that have a potential impact on women's economic opportunities. This was true for what are now developed economies as well as those that are still developing. Since then many economies have moved at different speeds towards a more equal legal system for men and women. The following examples from around the world illustrate this evolution.

Until the 1840s, married women in the United States were legally subordinate to their husbands and unable to control their own property. Now, married women are on equal standing with married men. Similar rules applied in England until 1870, when the Married Women's Property Act first allowed married women to have a separate legal identity from their husbands and thus control their own wages, property and inheritance independently of their husbands.

In China, the equalization of rights between men and women came on the heels of political change. The first law promulgated after the founding of new China in 1949, the Marriage Law of the People's Republic of China, stipulated women's equal status in marriage and the family, laying a legal foundation for women's professional choices. This recognition of the importance of equality in the family was reinforced in the 1981 revised Marriage Law, which stressed the equal rights and responsibilities of men and women within marriage. The 1982 Constitution and the 1985 Law of Succession of the People's Republic of China further strengthened women's property and inheritance rights.

In Brazil, despite a 1934 constitutional provision establishing gender equality, discriminatory provisions against women continued in the Civil Code and other statutory legislation until 1988. Prior to that, the husband was the head of the household and had the sole right and duty to legally represent the family, administer marital assets—as well as his wife's separate assets—and to choose the domicile and provide for the family. In 2002, the new Civil Code was enacted with provisions ensuring full legal equality between husbands and wives, particularly regarding the administration of marital property, reinforcing the equality provisions in the 1988 Constitution. Regulations on shared

responsibility between mothers and fathers abolished the expression "paternal power," and substituted the gender neutral term "family power."

Though there has been much progress toward legal parity between women and men throughout the world, important distinctions still exist that may prevent women from improving their own and their families' well-being by working or by running a business. For men and women throughout the developed and developing world, the chance to start and run a business or get a good job is the surest hope for a way out of poverty. Creating the environment in which this hope can flourish—for women as well as men—requires effort in a broad range of areas, from security and infrastructure to education and health. It also requires well-tailored, accessible business regulation that gives women with initiative and ability the opportunity to build a business or have a good job, without depending on connections, wealth or power.

The *Doing Business* report has led the way in providing data to countries about creating a sounder and more streamlined business environment. But how to be sure that as governments improve their business regulations, women entrepreneurs and workers benefit alongside men? Answering this question requires an understanding of many factors, from access to good basic infrastructure, education and healthcare, to social and cultural norms.

Another important piece of the puzzle has to do with the laws, regulations and institutions that differentiate between women and men in ways that affect their incentives or capacity to work or to set up and run a business. *Women, Business and the Law* focuses on filling in some of the information gaps for this particular piece of the puzzle.

Women, Business, and the Law 2012 is the second in this series of reports. This edition retains the same basic structure of the 2010 pilot edition, while significantly expanding the depth of data covered. While the number of topics covered is the same, there has been a significant expansion of the data collected within these topics, thus addressing some of the initial shortcomings of the pilot edition. The number of economies covered has also been expanded from 128 to 141.

What this report covers

Datasets such as the *Enterprise Surveys*¹ and *Doing Business*² delineate the challenges that all firms and entrepreneurs face in expanding their businesses and creating jobs. But female entrepreneurs and employees often face additional constraints in starting businesses and navigating the workforce. In 2010, the Global Gender Gap Index reported that 96% of the gender gap in health and 93% of the gap in education have been eliminated. But the gender gap for economic participation remains at 41%.³

Women, Business and the Law focuses on gender differentiations in legal treatment in areas affecting women's participation in the economy, one of many sets of factors that determine the course of women's working lives. Covering 141 economies, it establishes six indicators of gender differences in formal laws and institutions:

- **Accessing institutions**—explores women's legal ability to interact with public authorities and the private sector in the same ways as men. Lack of autonomy to interact with government institutions or conduct official transactions may limit a woman's access to resources and services and restrict her ability to be an entrepreneur or get a job. This topic was expanded this year to provide disaggregated information on 12 different categories of legal ability, highlighting the differences between married and unmarried women. Furthermore, for the first time accessing institutions partially addresses the interaction between customary law and codified law by examining the constitutional treatment of customary law. When customary law is applied—that is, law which is based on the accepted customs or practices of a particular group—it may limit women's legal capacity, while exempting customary law from constitutional provisions on nondiscrimination can reinforce this inequality.
- **Using property**—analyzes women's ability to access and use property based on their capacity to own, manage, control and inherit it. This year, for the first time, using property examines joint titling and the default marital property regime, both crucial factors for assessing women's property rights. The ability to access, manage and control property can be especially important in developing economies, where women are more likely to work in family enterprises and where their income affects their access to property.
- **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 on retirement ages. Some differentiations in labor law may increase job opportunities for women, while others may limit them. Parental leave policies are generally expected to generate a more equitable division of childrearing responsibilities, giving women the same opportunities for career advancement as men. But restrictions on working hours or participation in certain industries—ostensibly designed to protect women—may end up limiting their ability to get the jobs they want. Similarly, gender-differentiated retirement ages have the potential to affect career prospects, lifetime earnings, pension benefits and retirement savings. For the first time, the report presents data on equal-pay-for-equal-work legislation, designed to improve women's income levels.
- **Providing incentives to work**—examines personal income tax liabilities, taking into account the tax credits and deductions available to women relative to men. For the first time, this topic covers not only taxation, but also the public provision of childcare and education. This type of public service is more likely to affect women's availability to work, since women traditionally devote more of their time to child rearing than men. Gender differences in tax treatment and in the provision of childcare may both affect women's decisions to work, hence the renaming of this indicator to “providing incentives to work.”
- **Building credit**—identifies minimum loan thresholds in private credit bureaus and public credit registries and tracks bureaus and registries that collect information from microfinance institutions. Low minimum loan thresholds mean more coverage for small businesses—many of which are owned by women, who tend to take out small loans. Such loans can help these businesses build credit histories if credit bureaus and registries set low thresholds for inclusion in their data. And because most microfinance users are women, they are more likely to benefit from credit bureaus and registries that collect and distribute microfinance data. Having a credit record can allow women to graduate to larger loans.
- **Going to court**—considers the ease and affordability of justice by examining women's access to small

claims courts, which can facilitate access to the legal system for small business owners, making it cheaper and faster for women who own businesses—which tend to be smaller—to resolve disputes. This year, the going to court section also includes information on whether women’s testimony is given the same evidentiary weight as that of men, and whether married women have the legal capacity to file cases on their own, or require their husbands’ permission to do so. These are explicit differentiations in the law which make it more difficult for women to access the legal system.

The first three indicators: accessing institutions, using property, and getting a job capture mainly those laws having direct gender dimensions and are based on a reading of such laws from the perspective of individual women. In addition, each of these three indicators also examines areas of the law with indirect gender dimensions. For instance, the constitutional treatment of customary law is gender neutral in the text of the law, but may have a greater impact on women in practice. The fourth indicator—providing incentives to work—examines not only explicit gender differentiations which may exist in tax law, but also the public provision of services that are not gender differentiated by design, but which are more likely to favor women in practice.

The last two indicators, building credit and going to court examine the ease of access to credit bureaus and courts to assess the indirect effects that microfinance institutions and dispute resolution have on women, who are more likely to rely on nontraditional financial services.⁴ In addition, going to court now captures laws that have explicit gender differentiations regarding accessing legal services. The questions used to construct each indicator were chosen based on data availability, economic relevance and variation in regulation across economies.

Women, Business and the Law focuses on gender differentiations in legal treatment that can affect women’s economic opportunities. This focus overlaps to a significant degree with human rights work on gender equality issues, particularly in the area of women’s economic and social rights (see Box 2.1). For the first time, the report includes an annex, providing a better basis for understanding the overlap between human rights for women and women’s economic opportunities.

For the first time, *Women, Business and the Law 2012* is able to analyze two years of data and discuss how regulations have evolved from 2009 to 2011 across the six different indicators described above. This year’s report highlights those economies which have made changes in any of these six topics, as reflected in the data.

BOX 2.1

WOMEN'S RIGHTS AND HUMAN RIGHTS: THE EQUAL RIGHTS OF WOMEN UNDER HUMAN RIGHTS LAW

The concept of equality is a central pillar of the international human rights regime. The text of the Universal Declaration of Human Rights, adopted in 1948 by the General Assembly of the United Nations, opens by emphasizing that “recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.” Article 1 of the Universal Declaration proclaims all human beings to be “born free and equal in dignity and rights,” while Articles 2 and 7 lay the groundwork for specific legal protections concerning equality and nondiscrimination.⁵ All of the major human rights treaties adopted by the international community since the Universal Declaration have carried through on this fundamental commitment to equality.⁶ As such, the principles of equality and nondiscrimination cut across the full panoply of human rights and fundamental freedoms, whatever their nature.

Beyond this cross-cutting commitment to equality in general, the international community further elaborated its commitment to gender equality through the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).⁷ With 187 current States Parties, CEDAW has been ratified almost universally and serves as the most important international instrument protecting women’s human rights.⁸ Forty-two States Parties, however, have expressed reservations⁹ to at least one of the CEDAW provisions, thereby limiting the scope of the treaty within those States. The Convention prohibits all forms of gender-based discrimination against women and provides for the full equality of women with respect to all human rights and fundamental freedoms, whether in the public or private sphere. While coverage of the Convention is comprehensive, a substantial portion of the text is devoted specifically to women’s economic and social rights.

The *Women, Business and the Law* indicators complement a number of existing sets of gender indicators. These include:

- The *Global Gender Gap Index*, published by the World Economic Forum, which examines global gender inequalities 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*, which provides a composite measure of gender equality based on the OECD's Gender, Institutions and Development Database. This index includes 12 indicators on social institutions grouped into five categories: family code, physical integrity, son preference, civil liberties and ownership rights. These indicators are based on expert assessments of what happens in practice beyond the basic legal framework. They focus on policy and input variables, such as inheritance regulation, and on outcome variables, such as access to credit.
- The United Nations Gender Info 2007, a database of gender statistics and indicators focused on policy areas such as population, families, health, education, employment and political participation. Using some of these indicators, the United Nations Development Programme produces the *Gender-Related Development Index* and *Gender Empowerment Measure*, which are part of the Human Development Index. All of these indicators are based on quantitative outcome variables.
- The *Women's Economic Opportunity Index*, published by the Economist Intelligence Unit in 2010, which examines 26 indicators to understand regulations, practices, and social customs that affect women workers and entrepreneurs. These indicators include both policy variables, such as measures of the regulatory environment, and outcome variables, such as measures of educational attainment. The index presents a mix of objective and expert-based indicators.

Women, Business and the Law adds to the indices above by being the only dataset measuring the gender gap in legislation using quantitative and objective data. Expert assessments are not included in *Women, Business and the Law*, and although outcome variables are not part of the dataset, they are used in the analysis presented in the report.

What this report does not cover

Equal opportunities for women in business and the workplace depend on the interplay of various economic, social and cultural factors. For example, unless women have opportunities to get an education or build their skills, equal rights to certain professions can mean little. Equalizing rights to work may not necessarily result in more women entering the workforce, if they are still expected to be the primary care-givers for their children, and if access to child care is limited. Less direct factors such as infrastructure—for example, safe transportation and good street lighting—may also affect women's ability and desire to work in certain locations or at night.

This report recognizes the many issues that affect women's economic opportunities, but focuses on one particular area: aspects of the formal legal and regulatory environment that enable women to manage their own businesses or find and maintain jobs. Although there was an effort in this second edition to reduce some of the methodological shortcomings of the pilot, the report still represents a partial effort on several levels, both in the selection of the broad topic areas and within each topic area itself. For example, the indicator on accessing institutions does not include laws covering affirmative action and voting rights.

Although many women in developing economies work or start businesses in the informal economy, the report focuses on laws that govern the formal economy, first because of the difficulty of identifying the often unwritten rules of the informal economy; and also by the underlying premise that when women move from the informal to the formal economy, they obtain greater opportunities in higher-paying industries, greater social protection and formal mechanisms for recourse should their rights be denied. However, in practice, all the indicators other than getting a job and providing incentives to work cover regulations that affect women in both the formal and informal sectors.

Customary law can exist in parallel with formal legal regimes. Where such legal systems exist together, customary law can determine a woman's rights in marriage or to property and inheritance, often granting women rights different from those they would receive under the formal legal system. For the first time, the current edition of *Women, Business and the Law* attempts, albeit partially, to cover customary law by examining its constitutional treatment. In particular, the report analyzes whether customary law is exempt from constitutional provisions

on nondiscrimination. However, the actual application of customary law is not covered. Though customary law can significantly affect a woman's ability to become an entrepreneur or participate in the job market, the report presents only this partial measure, due to the difficulties in defining its rules.

In focusing on written legislation, the report recognizes the often large gaps between law on the books and actual practice; women do not always have access to the equality that may be theirs under formal law. But identifying legal differentiation is one step towards better understanding where and how women's economic rights may be restricted in practice. Of all the countries covered by this report, only three: the Islamic Republic of Iran, Sudan and the United States¹⁰ are not party to CEDAW. Thirty-two of the remaining countries covered by this report, however, have expressed reservations regarding at least one of the CEDAW provisions. Thus, it would seem that the vast majority of women in the countries that are party to the convention without reservations should have access to formal equality. But as the report shows, they do not. Moreover, the majority of countries covered in this study grant equal rights in their national constitutions, thus making many of the gender differentiated provisions highlighted throughout the report in effect unconstitutional.

The report's focus on formal law is consistent with the idea that facilitating the entry of women into the labor force involves improving the regulatory environment for women, stimulating business and job creation, and making businesses and the overall economy more competitive. The report does not test or analyze outcome variables of gender inequality; it simply identifies whether the law is equal for women and men, since the law is a potential source of inequitable gender outcomes. Assessing the potential benefits of equality—and when and how legal differentiation on the basis of gender helps or harms outcomes for women—requires additional analysis beyond the scope of this report. But it is hoped that these new data will inform such an analysis, foster discussion on advancing women's economic rights and provide policymakers with tools to identify potential ways to improve those rights. By focusing on the law, which is tangible and concrete, the report aims to provide policymakers with a starting point for dialogue and action.

Why this focus

Women, Business and the Law focuses on six legal or institutional indicators that can influence women's ability to earn an income, get jobs, and start businesses. Following are several research papers and publications which illustrate these results:

- In Sub-Saharan Africa, although there is no shortage of women entrepreneurs, women-run firms are more likely to be informal, smaller and operate in lower value-added sectors than those run by men. These differences in the characteristics of women- vs. male-run firms can be explained, in part, by the fact that women tend to have less secure property rights and less capacity to legally act on their own in many Sub-Saharan African countries.¹¹ The Sub-Saharan African region is not an exception when it comes to the links between property rights, access to finance and business productivity.¹² Research has shown the strengths of these links independent of the gender dimension.¹³
- Strong property rights for women have been shown to have benefits beyond those related to entrepreneurship. For example, women's access to land has been linked to gains in family welfare and children's health.¹⁴ Property rights are even more essential in low-income economies, where women are more likely to work in family businesses, and their income is more likely to be determined by how much property they own.¹⁵ In Colombia, women use property and social assets to negotiate the right to work, control their own income, move freely, and live without spousal violence.¹⁶
- Gender-specific provisions in labor regulations can vary in their impact on opportunities and outcomes for women. In Taiwan, China, for example, working hours restrictions were found to decrease the number of hours women work, but maternity benefits increased women's labor force participation.¹⁷ Research covering 40 countries suggests that women may pursue entrepreneurship not necessarily because they have innovative business ideas, but because they lack job opportunities due to restrictive regulations.¹⁸ While differential retirement ages may in some cases have originally been legislated for the purpose of protecting women, such differential treatment in the retirement age for men and women can create disparities in lifetime earnings, pension benefits and retirement savings.¹⁹ Moreover, early retirement for women may

result in their not being promoted to senior management positions, thus providing men with better career promotion opportunities.²⁰

- Personal income tax liability can affect workers' decisions about how much or whether to work. Women, particularly those who are married, are more affected by income tax rules.²¹ In particular, childcare subsidies, such as tax credits and the availability of childcare increase women's participation in the labor force.²²
- Access to finance is an important constraint for businesses and research has shown that it is especially so for women-owned businesses. In a 2004 survey of Bosnian women entrepreneurs, 54% reported that obstacles prevented them from accessing formal credit.²³ These obstacles included lack of property registered in their names, traditional views about a woman's role in the home and women's tendency to be in lower-profit industries considered higher risk by banks. Another study in Eastern Europe and Central Asia found that women who run businesses are less likely to obtain bank loans than men.²⁴ In Italy, women pay more for overdraft facilities than men, yet there is no evidence that women pose a greater risk.²⁵ Women around the world usually start their businesses with lower levels of financial capital than men do.²⁶ However, it is important to note that providing finance to female-run businesses may have a smaller than expected impact on firms' profits and growth, possibly due to other constraints and intra-household dynamics.²⁷
- The United Nations Development Programme cites long delays, prohibitive costs and formal legal procedures as barriers to access to justice.²⁸ Furthermore, UN Women recommends using one-stop-shops, such as small claims courts, to improve women's access to justice.²⁹ Research has shown that legal formalities and the costs of litigation, both direct and incidental, discourage poor people from accessing courts.³⁰ Even for relatively simple disputes, legal formalities are associated with lower contract enforceability, longer duration of cases and a perception among participants of lower-quality justice.³¹

User's guide

Women, Business and the Law is designed to identify potential challenges and improve the understanding of how legal and regulatory environments shape women's economic opportunities. The report can be used to create awareness, to inform policy discussions on some areas of gender differentiations in the law in particular economies, and inform policymakers on areas of action concerning women's economic rights and opportunities.

Women, Business and the Law is also designed for researchers, as the report and data can be used to further country-level and cross-country research efforts on linkages between legal differentiations and outcomes for women. Over time, as more data become available, *Women, Business and the Law* could also be used to study those linkages along the time dimension.

Data and methodology

The data in this report were collected over one year ending in July 2011. The data are current as of March 2011. The indicators in the report were constructed using responses from country practitioners with expertise in family and labor law, members of civil society organizations working on gender issues, and codified sources of national law, such as constitutions, marriage and family codes, labor codes, passport procedures, citizenship rules, inheritance statutes, tax regulations, civil procedure codes, education acts, and social security codes. Wherever possible, data from country practitioners were verified directly against the actual text of the law, and these laws have been made available on the *Women, Business and the Law* website. The Gender Law Library and other online sources were also used to access laws. In addition, responses from the *Doing Business 2012* surveys were used to develop the building credit indicator, and supplemented the information in the getting a job and going to court indicators.

This report collected data on 141 economies. For three of the topics: accessing institutions, using property and getting a job, historical data on legal reform for a restricted set of countries were collected and are discussed in the analysis presented in this report. More detailed data on each economy, including the historical data and links to the legal sources used, are available on the *Women, Business and the Law* website (<http://wbl.worldbank.org>).

In comparing this large sample of economies, several assumptions are made about the situation of the women in question. For example, it is assumed that they reside in each economy's largest business city. This assumption may make a significant difference in federal countries, where laws affecting women can vary by state. In addition, where several sets of personal law apply, setting out different rights and obligations for different groups of women, the data focus on the situation of the largest group of women. This represents a change from last year's methodology, where the situation of the most restricted group was considered. A detailed explanation of the report's methodology and recent changes to the methodology—including all the questions used and assumptions made—is provided in the Data notes. The methodology regarding the historical data is presented on the *Women, Business and the Law* website.

What's next?

Future editions of this report will seek to expand coverage to additional economies and expand or refine the current indicators in light of the overlap of *Women, Business and the Law* with human rights law. As progress is monitored on the six indicators, it will become possible to identify which economies are more active in changing laws on women's economic rights over longer periods of time than the two years of data that are currently available. Thus, future editions will contain more detail on legal changes and the processes associated with legal reforms equalizing rights of men and women. Beyond what is already covered in the getting a job indicator, future editions of the report may expand the set of indicators to include such areas as alternative dispute resolution and gender differentiation in industry-specific regulations.

Feedback is welcome on all aspects of the report and can be provided through the *Women, Business and the Law* website.

ENDNOTES

- 1 See <http://www.enterprisesurveys.org/>
- 2 See <http://www.doingbusiness.org/>
- 3 World Economic Forum (2010). According to the *Global Gender Gap* report, the economic participation and opportunity gap “is captured through three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured through the difference in labour force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income) and a qualitative variable calculated through the World Economic Forum's Executive Opinion Survey (wage equality for similar work). Finally, the gap between the advancement of women and men is captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers).” http://www3.weforum.org/docs/WEF_GenderGap_Report_2010.pdf
- 4 Coleman and Carsky (1996); Coleman (2000); Orser, Hogarth-Scott and Riding (2000).
- 5 Article 2 of the Universal Declaration of Human Rights provides: “Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.”
Article 7 provides: “All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.”
- 6 For example, see the International Covenant on Civil and Political Rights (entered into force in 1976), Preamble and Articles 2(1), 3 and 26; the International Covenant on Economic, Social and Cultural rights (entered into force in 1976), Preamble and Articles 2(2) and 3; the Convention on the Rights of the Child (entered into force in 1990), Preamble and Article 2(1).
- 7 The text of the Convention, which was adopted in 1979 and entered into force in 1981, may be accessed at: <http://www.un.org/womenwatch/daw/cedaw/states.htm>
- 8 Ratification information is available through the United Nations Treaty Collection website: http://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-8&chapter=4&lang=en.
- 9 A reservation is defined in Article 2 of the Vienna Convention on the Law of Treaties as: “a unilateral statement, however phrased or named, made by a State or by an international organization when signing, ratifying, formally confirming, accepting, approving or acceding to a treaty, whereby it purports to exclude or to modify the legal effect of certain provisions of the treaty in their application to that State or to that organization.” http://untreaty.un.org/ilc/texts/instruments/english/conventions/1_1_1969.pdf

- ¹⁰ The United States signed the Convention, but has not ratified it.
- ¹¹ Hallward-Driemeier (2011a).
- ¹² Sabarwal and Terrell (2008).
- ¹³ Cull and Xu (2005); Johnson, McMillan and Woodruff (2002).
- ¹⁴ Allendorf (2007); Duflo (2003).
- ¹⁵ Mammen and Paxson (2000).
- ¹⁶ Friedemann-Sanchez (2008); Deere and Leon (2001, 2003).
- ¹⁷ Zveglic and Rodgers (2003).
- ¹⁸ Ardagna and Lusardi (2008, 2009).
- ¹⁹ Levine, Mitchell and Phillips (1999).
- ²⁰ Adams (2002).
- ²¹ Eissa (1995); Eissa and Hoynes (2004); Eissa, Kleven and Kreiner (2008).
- ²² Averett, Peters and Waldman (1997); Baker, Gruber and Milligan (2008).
- ²³ World Learning STAR Network (2004).
- ²⁴ Muravyev, Talavera and Schäfer (2009).
- ²⁵ Alesina, Lotti and Mistrulli (2008).
- ²⁶ Robb and Coleman (2008).
- ²⁷ de Mel et al. (2008, 2009); Banerjee et al. (2010); and Karlan and Zinman (2010).
- ²⁸ Access to Justice Practice Note 9/3/2004 http://www.undp.org/governance/docs/Justice_PN_English.pdf
- ²⁹ UN Women (2011).
- ³⁰ Gloppen and Kanyongolo (2007).
- ³¹ Djankov et al. (2003).

Main Findings

There is a common perception that the lack of legal parity for women is an issue affecting primarily the developing world. Although it is true that middle- and low-income economies are more likely to have laws on the books that restrict the rights of women more than those of men, many developed economies had similar legal restrictions for women not so long ago. For example, until 1981, only 30 years ago, women in Spain did not have access to courts, employment, or full participation in all aspects of social and economic activity without the permission of their husbands or fathers.

In fact, the history of women's rights in Spain has not been without its setbacks and advances. During the period of the Second Republic (1931-1935) great strides were made in the recognition of women's rights, but these were abolished soon after the establishment of the Franco regime. Women were taken back to their traditional roles at home and the laws approved under the First Republic, which had granted greater rights to women, were eliminated. The principle of equality adopted in the Spanish Constitution of 1931 was abolished, and legal principles such as being legal minors for life applied to women, particularly married women. Legal capacity was directly linked to gender and conditioned by marital status. After the end of the Franco regime, with the adoption of the new Spanish Constitution in 1978 and the new Civil Code in 1981, the principle of equality was reestablished as a socio-political and economic right. By becoming a pioneer in legislating quotas for women on corporate boards, Spain is now going beyond establishing equality for women and pursuing affirmative action legislation.

Gender differences in the law: How common are they?

The majority of economies are not at the level of legal parity which Spain has managed to achieve. In 103 economies, there is at least one legal differentiation between men and women that can prevent women from getting a job or starting their own businesses. *Women, Business and the Law* measures 21 differentiations for unmarried women and 24 differentiations for married women, for a total of 45 gender based differences in the law, across five topics.¹

These differentiations are identified by comparing men and women of the same marital status on the following 21 different actions which they may, or may not, legally perform in the same way:

1. applying for a passport
2. traveling outside the country
3. traveling outside the home
4. getting a job or pursuing a trade or profession without permission
5. signing a contract
6. registering a business
7. being "head of household" or "head of family"
8. conferring citizenship on their children
9. opening a bank account
10. choosing where to live
11. having ownership rights over moveable property
12. having ownership rights over immoveable property
13. having inheritance rights over moveable property
14. having inheritance rights over immoveable property
15. working the same night hours
16. working in the same industries
17. enjoying the same statutory retirement age
18. enjoying the same pensionable age
19. enjoying the same tax deductions or credits
20. having their testimony carry the same evidentiary weight in court
21. being able to initiate legal proceedings without permission

In addition to these 21 actions applicable to both unmarried and married women (making a total of 42 questions), three more applicable only to married women are included:

22. being able to convey citizenship to her non-national husband
23. being required by law to obey her husband
24. having inheritance rights to the property of her deceased spouse

Of the 91 different questions covered by *Women, Business and the Law* only 45, which refer to explicit legal differentiations outside of parental benefits are being counted in this measure. The remaining questions that are not included in this measure can be divided into two major types: first, those questions that do not cover explicit legal differentiations, such as, “What is the default property regime?” or “Are payments for childcare tax deductible?” These questions are important for understanding the legal setting or the institutions that may affect women disproportionately; second, questions that do cover explicit legal differentiations in labor regulations regarding parental benefits, such as, maternity benefits. These questions are excluded from the 45 questions mentioned above because legal differentiation in this area is the norm, not the exception.

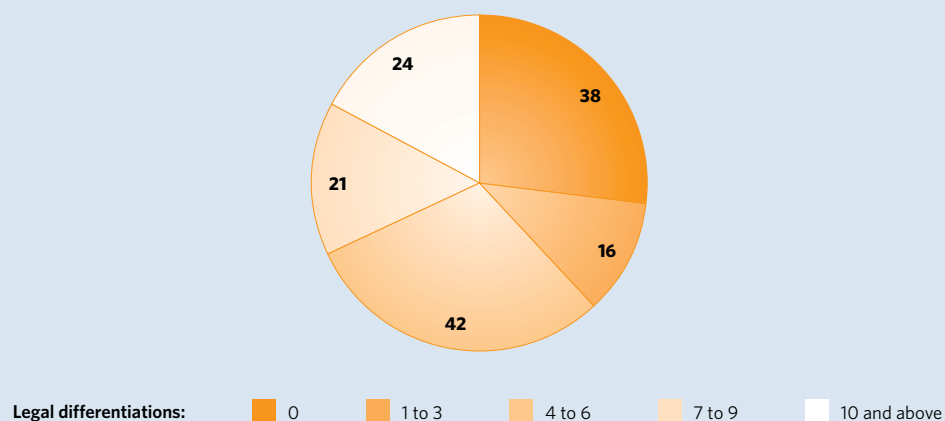
By counting the differentiations that apply to married and to unmarried women, a crude measure of gender legal differentiation is created. This measure does not take into account that some differentiations may be more important to certain women than others. For instance, for a woman not interested in working in the mining industry, having a restriction that prevents her from doing so is irrelevant to her interests. However, a restriction that prevents her from signing a contract without her husband’s or guardian’s consent may be very relevant if she wants to make the contractual commitments needed for her business’ operations. Nevertheless, this simplistic measure is useful for the purposes of analyzing the data.

No economy imposes all 45 legal differentiations on all married and unmarried women. Twenty-four economies impose ten or more legal differentiations. None of these is in high-income OECD, or Eastern Europe and Central Asia or Latin America and the Caribbean. In 38 economies, there are no legal differentiations of the type measured by *Women, Business and the Law* (figure 3.1). The type and number of differentiations vary considerably across regions (figure 3.2) and income levels (figure 3.3). High-income economies have on average fewer differentiations than middle- and low-income economies. However, these differentiations do not disappear as income levels rise. In fact, 17 of the 39 high-income economies covered have at least one legal differentiation.

In all economies, married women face as many or more differentiations as unmarried women. This loss in rights at the time of marriage occurs for women, but not for men. In 121 economies unmarried women have the same rights as unmarried men regarding the first 10 questions listed above, but only in 97 economies do married women have the same rights as married men. Furthermore, in all the economies covered unmarried women have the same rights over movable or immovable property as men, but this parity does not apply for married women versus married men.

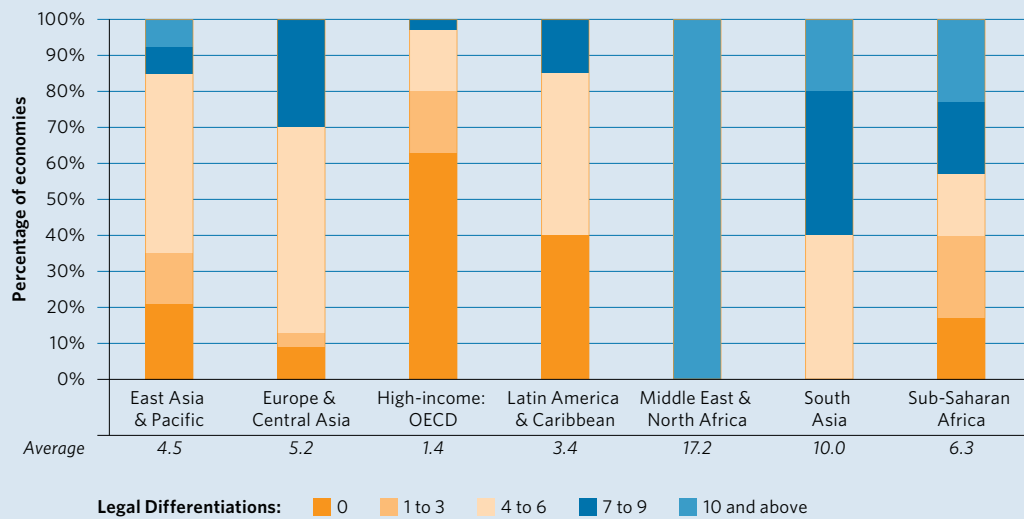
FIGURE 3.1

NUMBER OF ECONOMIES PER NUMBER OF LEGAL DIFFERENTIATIONS



Source: *Women, Business and the Law* database.

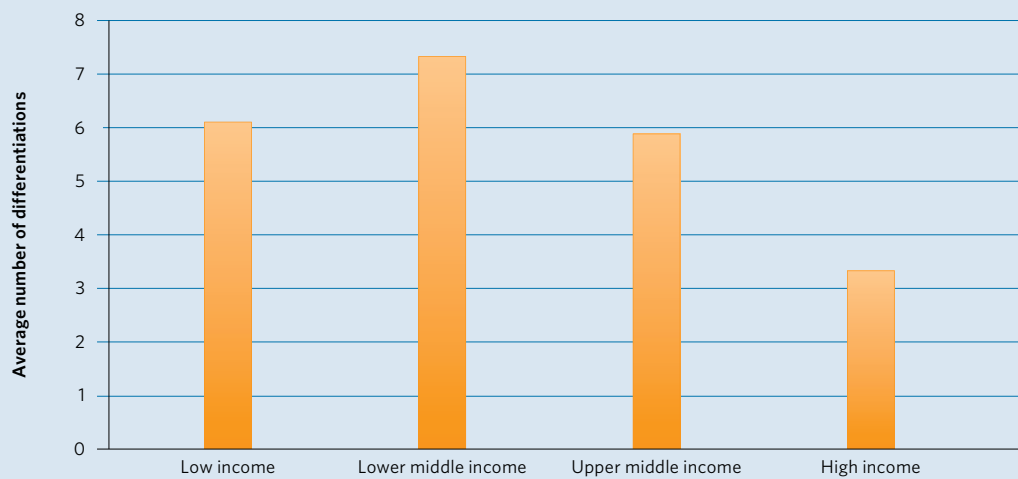
FIGURE 3.2 LEGAL DIFFERENTIATIONS PER REGION



Note: The averages are the average number of legal differentiations per region.

Source: *Women, Business and the Law* database.

FIGURE 3.3 AVERAGE NUMBER OF DIFFERENTIATIONS PER INCOME GROUP



Source: *Women, Business and the Law* database

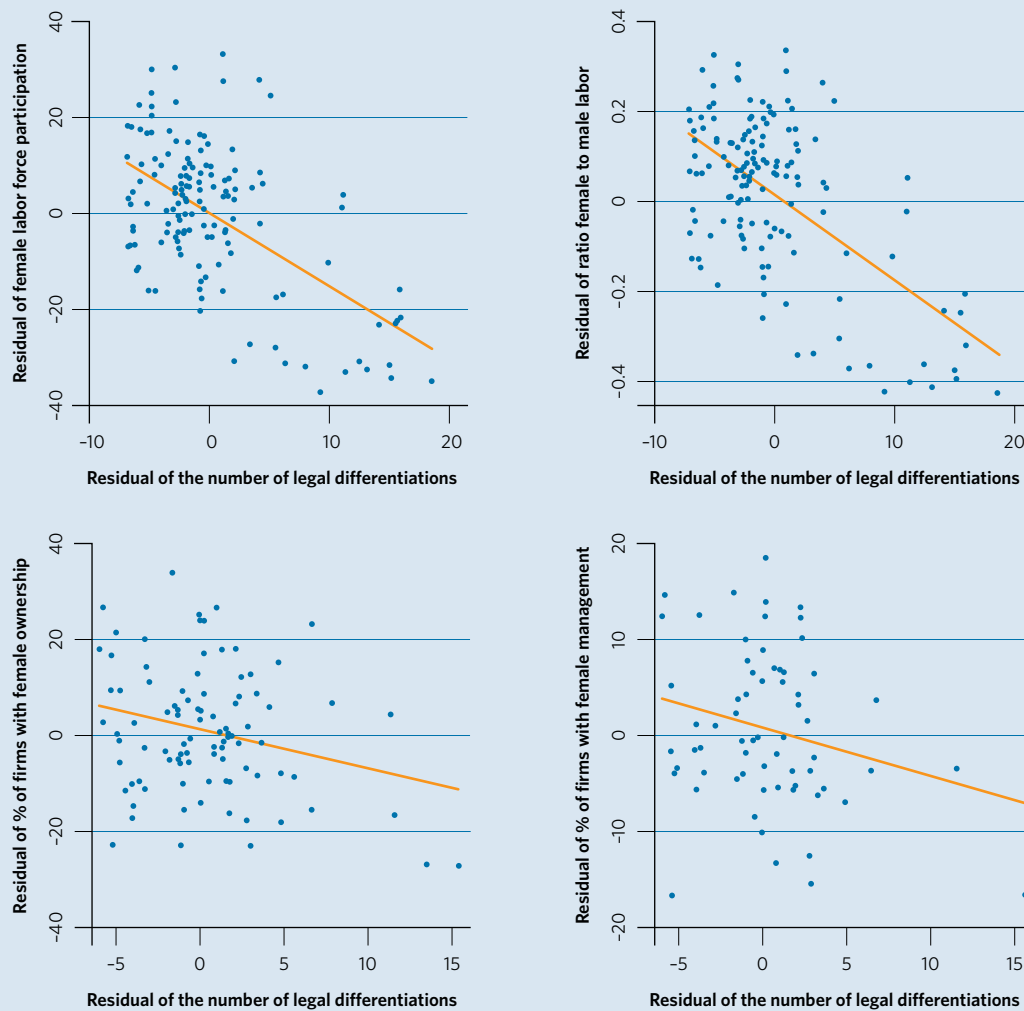
Gender differences in the law: How relevant are they?

Women globally represent 49.6% of the total population but only 40.8% of the total workforce in the formal sector. Legal gender differentiation may play a role in explaining part of this difference. Analyzing the count of the 45 differentiations mentioned above shows that greater lack of parity is associated with lower labor force participation by women (both in absolute terms and relative to men) and lower levels of women entrepreneurship (figure 3.4). It is important to note that these statistical relationships cannot be interpreted as causal.

Women and the law globally: Where do we stand?

Across the globe, economies tend to cluster their legislative choices by region, in part because those economies are likely to have a similar history and share some socio-cultural norms and values. Economies in high-income OECD and East Europe and Central Asia do not impose many legal restrictions on women. In fact, in these economies only labor regulations are gender differentiated. And those differentiations which do exist tend to benefit women—for example, giving them longer maternity leave. However, there is a realization in some of these economies

FIGURE 3.4 WITH GREATER LEGAL DIFFERENTIATION, FEWER WOMEN WORK, OWN OR RUN BUSINESSES



Note: The graphs present the partial correlations between the two variables identified after controlling for income per capita.
Source: *Women, Business and the Law* database; World Development Indicators; Enterprise Surveys.

that by giving more benefits to women, they may make women more expensive for employers to hire. In part for this reason, as well as for demographic concerns, there is now a movement toward more inclusive benefits such as parental leave, where both the mother and the father share the child raising responsibilities. In fact, 47 out of 53 economies in these regions offer parental leave, either paid or unpaid. Only Albania, Bosnia and Herzegovina, Ireland, FYR Macedonia, Switzerland and Turkey do not. Both of these regions are also more likely to give better access to justice through small claims courts and procedures and better access to credit, by having credit bureaus and registries with wider coverage; in these two regions, only Tajikistan does not have a credit bureau or registry that covers at least 0.1% of the adult population.

In Latin America and the Caribbean and in East Asia and the Pacific, explicit legal gender differentiation is uncommon in the areas measured in accessing institutions and using property; however, they still exist in a few economies: Chile, Ecuador, Honduras, Indonesia, Malaysia, the Philippines and Thailand. Moreover, labor regulations are unlikely to include benefits such as parental leave; among the 34 economies covered in these two regions, only Taiwan, China offers parental leave. Institutions such as small claims courts and procedures are present in approximately half of the economies covered in these two regions.

The Middle East and North Africa, South Asia and Sub-Saharan Africa are the three regions where explicit legal gender differentiations are most common, both in accessing institutions and in using property. All 14 economies covered in the Middle East and North Africa have at least one legal differentiation both in accessing institutions and in using property. In South Asia, only Sri Lanka does not have any legal differentiation in both topics. Out of 35 economies in Sub-Saharan Africa, only ten (Angola, Burkina Faso, Ethiopia, Kenya, Liberia, Mauritius, Namibia, South Africa, Zambia and Zimbabwe) have no legal differentiation in these topics. Moreover, benefits, such as paternity leave, designed to share child raising responsibilities and free women's time to work outside the home, are very rare in these three regions. In fact, none of the economies covered in South Asia offers any paternity leave.

The following sections provide more insight into the regional trends within each indicator.

Accessing institutions

In examining the legal and business rights of women, it is important to analyze those rights relative to men. Do women have the same opportunities as men when it comes to interacting with the private sector and the public authorities, or are they already functioning from a lower starting position?

Lack of autonomy in interacting with government institutions or conducting official transactions may limit a woman's access to resources or services and already restrict her ability to function well before it comes to getting a job or starting a business. These restrictions may keep women from realizing their full potential, because they make it more difficult to conduct basic transactions.

Rights of married and unmarried women

In order to determine whether women and men have the same capacity to act in and access the business environment, *Women, Business and the Law* examines a series of 10 different business related actions that women may have to carry out in order to earn an income² (figure 3.5). Some are directly related to women's abilities to function in the business environment, such as the ability to get a job or pursue a profession, and some, like the ability to travel outside the home or country, are indirectly related. However, each may affect a woman's ability to function without hindrance in the business environment. For married women, the following two additional transactions are considered: can a woman confer her citizenship to a non-national spouse in the same way as a man? and: are married women required by law to obey their husbands?

Ninety-three economies impose no restrictions on a woman's capacity to act. Among the 48 that do impose restrictions, none is in high-income OECD or in Eastern Europe and Central Asia. Two are in Latin America and the Caribbean, namely, Chile and Honduras, where married women cannot be heads of household; three are in East Asia and the Pacific, and include Indonesia, where married women cannot be heads of household; Malaysia, where married and unmarried women cannot confer citizenship on their children in the same way as men, and married women cannot convey citizenship to their husbands; and Thailand where married women cannot convey citizenship to their husbands. Twenty-five out of 35 economies covered in Sub-Saharan Africa impose some of these restrictions on a women's capacity to act, none of which arise from customary law (box 3.1). Out of the

five economies covered in South Asia, four have restrictions; only Sri Lanka does not. And all of the economies in the Middle East and North Africa impose at least one restriction on married or unmarried women's capacity to act (figure 3.6)

Constitutional rights

Ninety-seven economies have a non-discrimination clause covering gender in their Constitutions, and in 132 economies, the Constitution guarantees equality before the law. However, in 47 of the economies with constitutional equality provisions, legislation on accessing institutions

differentiates between men and women. Furthermore, among those economies with a constitutional non-discrimination clause making gender a protected category, 32 also legally differentiate between men and women.

Using property

The ability to access, manage and control property—in short, the ability to use property—is important to individuals everywhere regardless of gender.

For this indicator, the *Women, Business and the Law* data show that a greater number of restrictions apply to married than

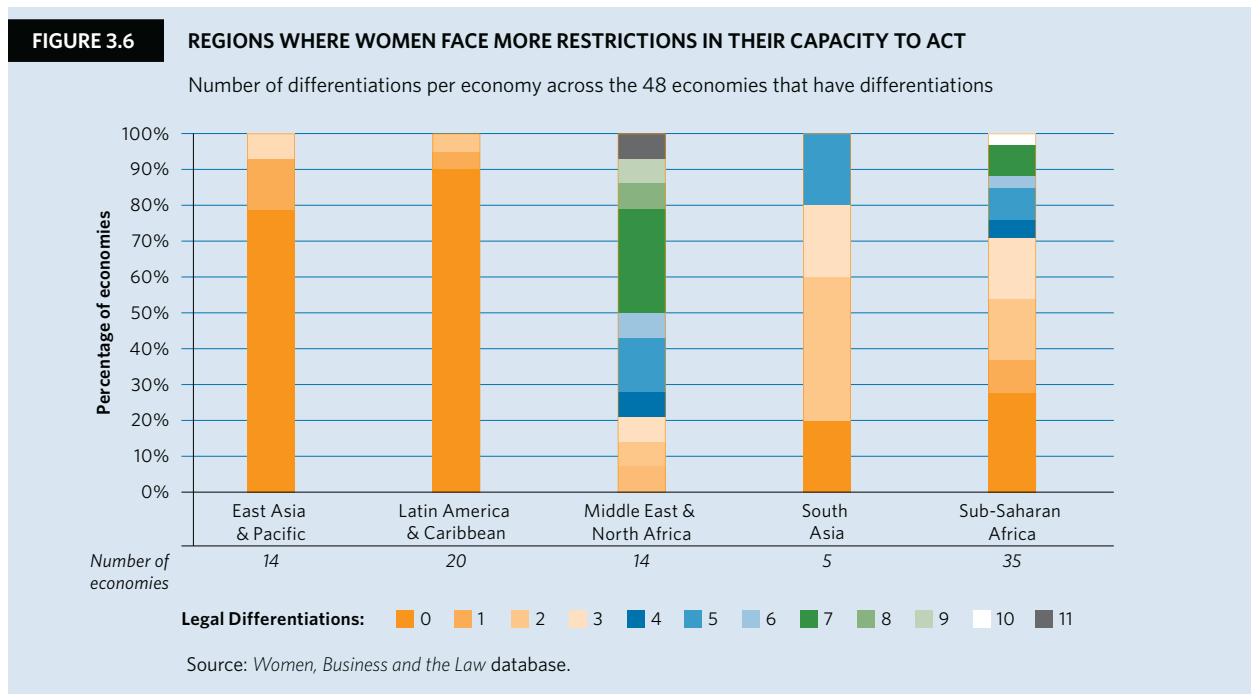
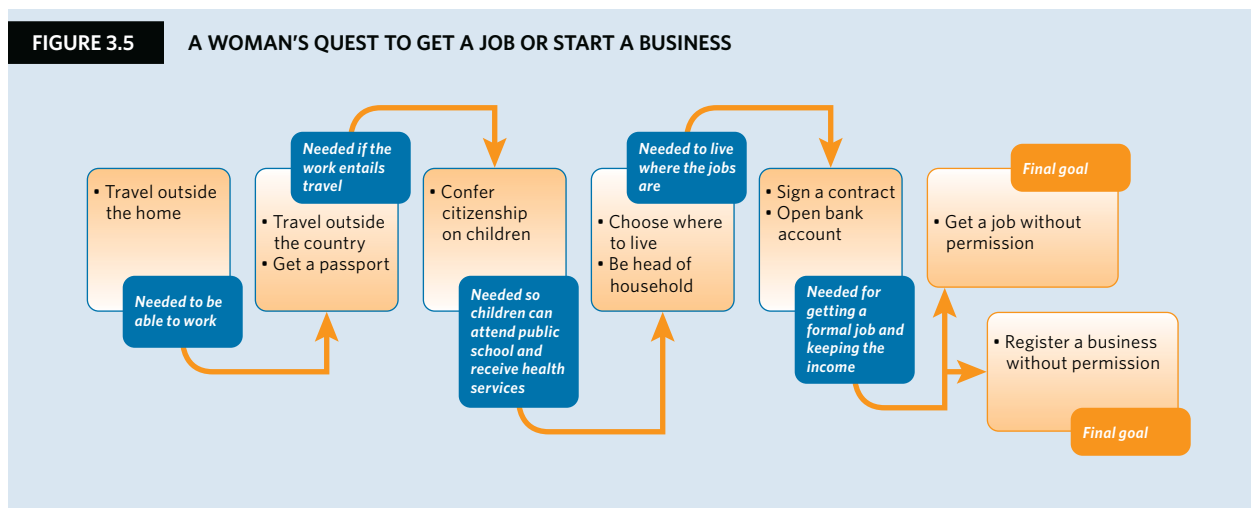
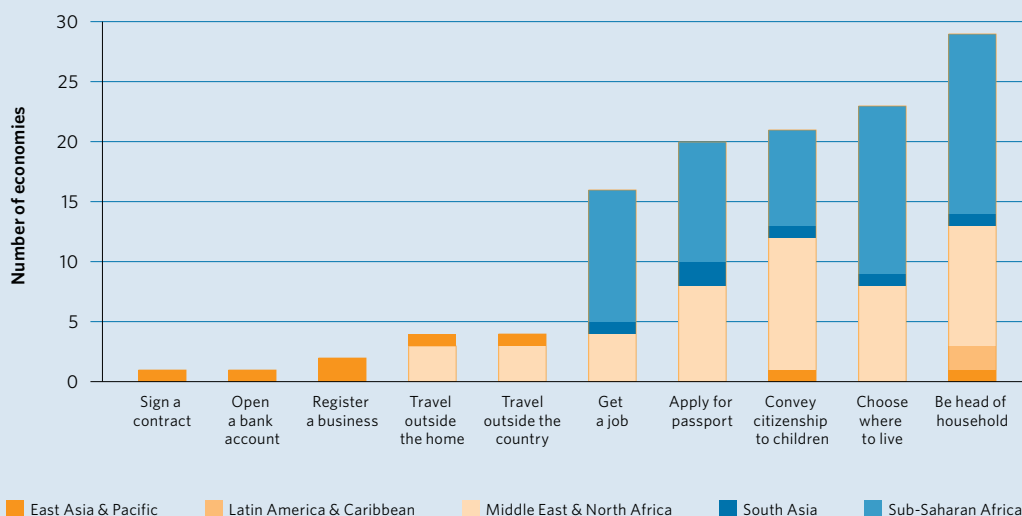


FIGURE 3.7

MOST COMMON RESTRICTION FOR MARRIED WOMEN: NOT BEING ABLE TO BE HEAD OF HOUSEHOLD

Number of differentiations by type and by region



Source: *Women, Business and the Law* database.

BOX 3.1

CONSTITUTIONAL TREATMENT OF CUSTOMARY LAW OR PERSONAL LAW

All the answers to the questions covered in *Women, Business and the Law* (WBL) are based on codified law. However, some of the topics covered in this report may be directly influenced by uncoded customary law or personal law. Given the diversity of customary or personal law within economies, it has not been feasible to systematically include these systems of law as sources within the WBL indicators.

However, recognizing the importance of customary and personal law on women’s economic and legal rights, WBL is here presenting for the first time indicators regarding the constitutional treatment of customary law or personal law. These indicators do not directly address gender differentiation in the law, but represent, rather, indications of potential gender differentiation, since customary and personal law may have a greater impact on women than on men.

Fifty-two economies recognize customary or personal law as valid sources of law under the constitution. Of these 52 economies, 25 are in Sub-Saharan Africa; eleven are in the Middle East and North Africa; five are in East Asia and the Pacific; four are in South Asia; five are in Latin America and the Caribbean, two are in high-income OECD economies; and none in Eastern Europe and Central Asia.

In addition, 28 economies maintain customary or personal law as valid sources of law, even if they violate other constitutional provisions (such as non-discrimination or equal protection provisions). Of these 28 economies, 16 also include non-discrimination clauses making gender a protected category and guaranteeing equality before the law. These 28 economies are distributed unequally across the globe. Eleven are in the Middle East and North Africa; ten in Sub-Saharan Africa; four in East Asia and the Pacific (Fiji, Malaysia, Papua New Guinea and Singapore); two in South Asia (India and Sri Lanka); and one (Israel) in high-income OECD.

Eight of the 28 economies that uphold customary or personal law as valid sources of law, even if they violate other constitutional provisions, do not legally differentiate between men and women in areas covered in accessing institutions. Thirteen of these 28 economies do not legally differentiate between men and women regarding using property. Among these economies the existence of legal gender parity may have little value in practice, due to the existence of customary or personal law that can contradict this parity.³

to unmarried women. In fact, none of the economies covered makes any legal distinction between unmarried women and unmarried men when it comes to their rights to moveable and immovable property.

However, in seven economies, married women do not have the same property rights as married men. Therefore, for both men and women, it is useful to assess property rights in conjunction with marital status (box 3.2). For married couples, the default marital property regime—the regime that governs the property relationship of every married couple within the economy unless they specifically opt for an alternative arrangement—defines how each of the spouses can use, buy or sell property. Because the marital property regime governs a variety of transactions for married couples, the answers to the questions under this topic are clustered in accordance with the default marital property regime used in each economy.

BOX 3.2

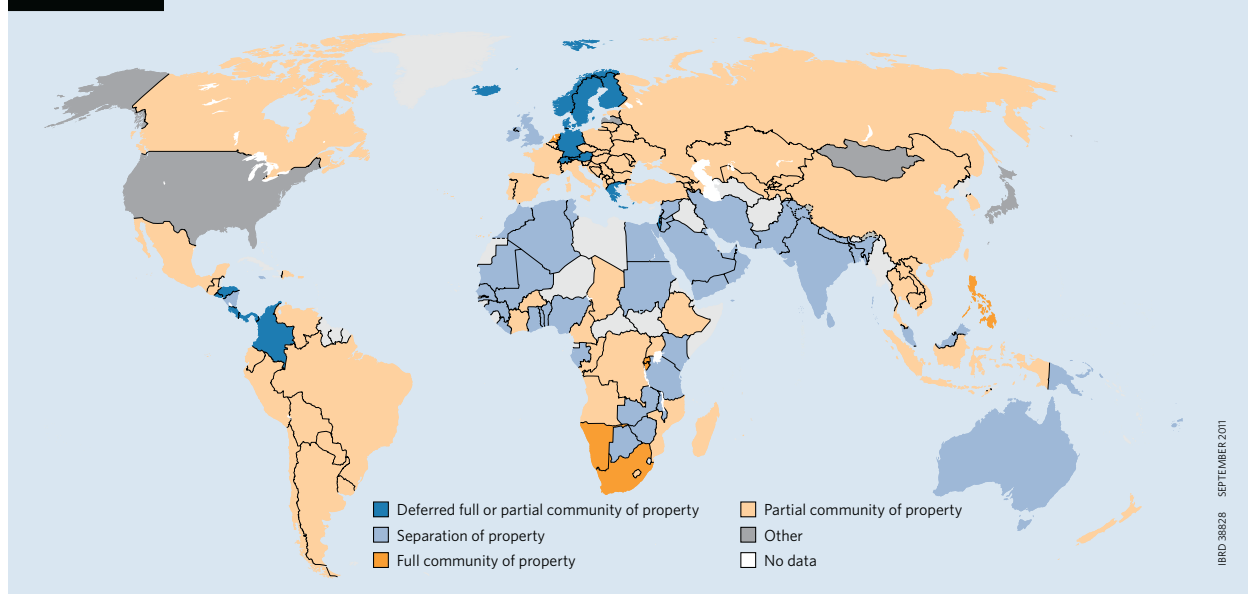
THE IMPORTANCE OF HOW COUPLES ARE MARRIED

For both men and women, property rights within marriage are defined by the marital property regime under which they marry. Across the economies covered in *Women, Business and the Law*, there are commonly four types of marital property regimes (figure 3.8):

- **Separation of property**—the default in 45 economies, by which all property acquired by the spouses before they marry, as well as all property acquired during the marriage, remain the separate property of the person who bought it.
- **Partial community of property**—the default in 68 economies, by which assets acquired prior to marriage are regarded as the separate property of the person who bought them, and assets and income acquired after marriage are regarded as joint property of the couple.
- **Full community of property**—the default in six economies (Burundi, Namibia, Netherlands, Philippines, Rwanda and South Africa), by which all assets and income brought into the marriage, as well as those acquired during the marriage, become the joint property of the couple.
- **Deferred full or partial community of property**—the default in 16 economies, by which the rules of partial or full community of property apply at the time of the marriage's dissolution (at divorce or the death of one of the spouses); prior to this time separation of property applies.

Each marital property regime has clear implications for property rights and the management of property within and after marriage. In all six economies with full community of property, there is a legal presumption of joint ownership of assets during marriage and in practice, joint titling of immovable property. In the economies with partial community of property, the same occurs. There is no de facto mandatory joint titling in any of the economies as regards separation of property.

FIGURE 3.8 MARITAL PROPERTY REGIMES ACROSS THE WORLD



All economies in high-income OECD and in Eastern Europe and Central Asia grant equal rights to men and women with regard to property ownership and inheritance. In Latin America and the Caribbean, all economies grant equal rights to inheritance, and in the majority of economies, married men and married women have equal rights to property. The exceptions in this region are Chile and Ecuador. In Ecuador, married men decide on the administration of joint marital property in the case of disagreement between the spouses. In Chile, the husband administers the marital property, except for the earnings and assets the wife generates from her own job, provided that she can demonstrate the origin of these earnings. In East Asia and the Pacific, only the Philippines restricts the property rights of married women. In Sub-Saharan Africa, four economies do so (Cameroon, the Democratic Republic of Congo, Republic of Congo and Côte d'Ivoire).

Inheritance rights in 26 economies differentiate between women and men. This includes all economies covered in the Middle East and North Africa, seven in Sub-Saharan Africa (Burundi, Guinea, Mali, Mauritania, Senegal, Sudan and Tanzania), three in South Asia (Bangladesh, Nepal and Pakistan) and two in East Asia and the Pacific (Indonesia and Malaysia).

Getting a job

In all the economies covered in *Women, Business and the Law*, there are labor regulations that differentiate between men and women. Some of these differentiations may facilitate women's workforce participation, while others may serve to prevent it. Differences in the ways that men and women are treated under labor law can affect women's incentives and abilities to get the jobs of their choice. While some gender based differences in labor law may increase women's opportunities in the workplace, others can limit them.

For example, restrictions on which hours women may work or what types of industries they may work in—perhaps originally motivated by a desire to protect women—may result in limiting women's ability to get the jobs of their choosing. Furthermore, some economies give women earlier retirement ages than men, leading to a shorter working life, and perhaps negatively affecting women's career prospects, lifetime earnings, pension benefits and retirement savings.

In contrast, other policies can expand women's work opportunities. For instance, parental leave policies can make possible a more equitable division of childrearing responsibility within the family, allowing women the same opportunities for career advancement as men. Other examples are laws protecting women's rights in the workplace, such as equal-pay-for-equal-work legislation, nondiscrimination in hiring practices, and laws against sexual harassment, all of which accord women the same rights as men in the workplace.

Women, Business and the Law shows how 141 economies have dealt with gender differentiated labor regulations in four major areas: working hours and industry restrictions, parental benefits, retirement and pensions, and legal rights in the workplace.

Working hours and industry restrictions

Forty-four economies restrict the working hours of women and 71 economies limit the industries in which women may work relative to men. These types of legal differentiations in labor law are distributed across all income levels and all regions of the world.

Parental benefits

All economies have paid or unpaid maternity leave or offer maternity benefits through parental leave. Out of the 141 economies covered in *Women, Business and the Law*, only three (Lesotho, Papua New Guinea and the United States) do not provide paid maternity leave or parental leave. Parental benefits for the father (either through paternity or parental leave) are far less common than for the mother. Only 82 economies offer parental benefits for men, and only in 73 of these economies is paternity leave or parental leave for fathers paid. The provision of paternity leave varies across the world: among high-income OECD economies, only Ireland and Switzerland do not provide any type of paternity leave, either paid or unpaid; in contrast, of the five South Asian economies covered, none provides paternity benefits.

Parental leave—where both the mother and the father share the child raising responsibilities—is still a rarity; only 48 economies offer this type of benefit and in 34 of these economies the benefit is paid. Parental leave is more common among middle to high-income economies. Twenty-eight out of the 30 high-income OECD economies have parental leave and so do 19 out of 23 economies in Eastern Europe and Central Asia. No economy in Latin

America and the Caribbean, the Middle East and North Africa, South Asia, or Sub-Saharan Africa grants parental leave. In East Asia and the Pacific only Taiwan, China offers this benefit.

Of equal importance to having the benefit is the question of who pays it. If firms must pay for maternity leave, the cost of hiring women of reproductive age will be higher than the cost of hiring men from the employers' perspective. If, however, the cost of maternity leave is paid by the government, firms would not necessarily face higher costs for hiring women as opposed to men. In approximately 50% of the economies that provide paid maternity leave, the government pays the full cost of maternity benefits; in 22% this cost is shared between the employer and the government; and in 28% the employer pays the full cost (figure 3.9).

Retirement and pensions

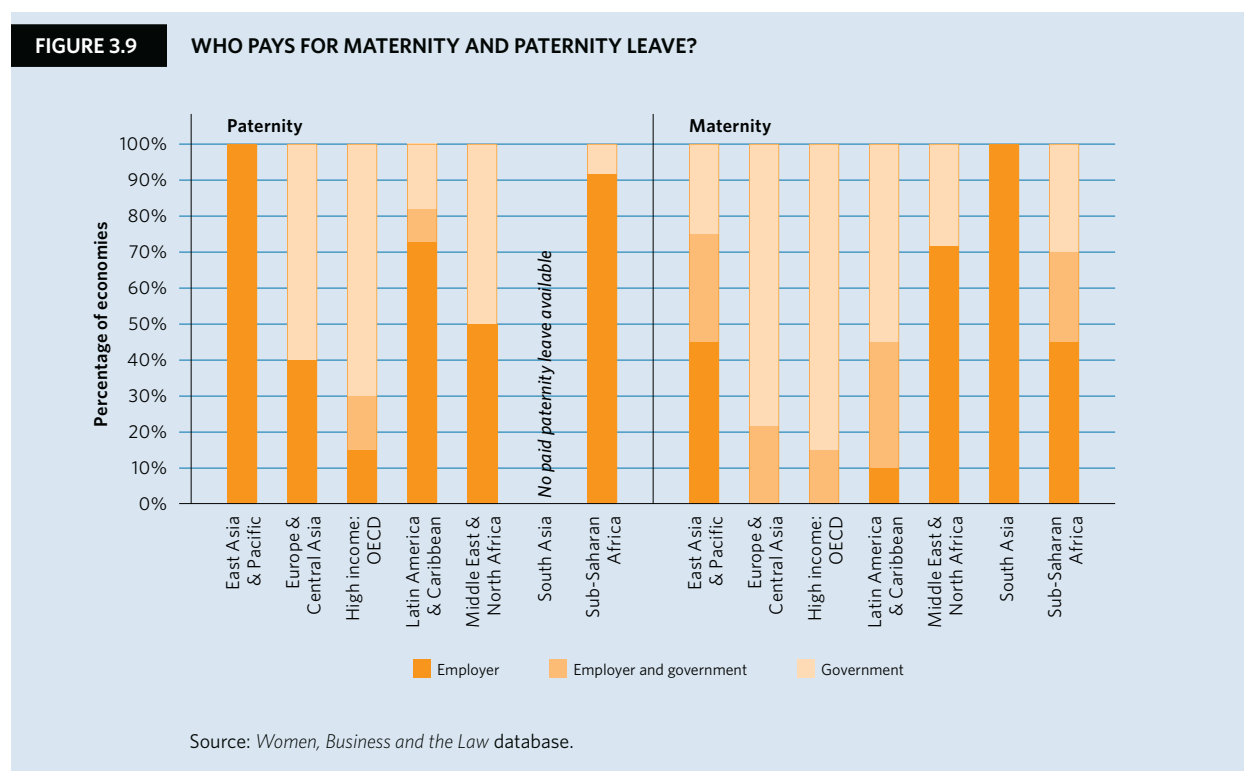
Fifty-two economies establish a lower retirement age for women than for men⁴ but no economy establishes a higher retirement age for women than for men. A similar picture applies for pensionable ages, that is, the age at which individuals can start claiming retirement benefits. The only exception is Saudi Arabia, where the pensionable age for men is lower than for women by five years. This is due to the fact that in order to claim benefits, men must work for

25 years, allowing them to claim a pension at age 50, if they began working at 25; women can claim benefits at 55, without having to accumulate any work experience. The largest differences between pensionable ages for women and men occur in China, where women can retire 10 years earlier than men, and in Islamic Republic of Iran,⁵ where the difference is 8 years.

As life expectancy increases, many economies are delaying retirement to a later age through a transition system, by which the retirement age increases slightly every year. Some economies use this transition period to equalize retirement ages for men and women. Under such transition systems, retirement ages will equalize in the following economies in the coming years: Austria by 2033;⁶ Latvia by 2011; Greece by 2013;⁷ Estonia by 2016; Slovak Republic by 2014;⁸ and Turkey by 2048. Other economies currently phasing in later retirement ages, with no plans to equalize retirement for men and women, include Azerbaijan, Bulgaria, Colombia, Italy, Israel, Romania, and Serbia.

Equal rights in the workplace

As regards legal rights in the work place, equal-pay-for-equal-work laws are the most common provisions, with 128 economies having legislation in place on this topic. A total of 101 economies have laws on non-discrimination in hiring



practices, while only 75 economies have laws protecting employees from sexual harassment in the workplace.

Providing incentives to work

Women, Business and the Law covers two areas that can potentially affect a woman's incentive to work in paid employment: personal income tax regulations and the availability and affordability of childcare. Gender differences in personal income tax regulations may affect a woman's decision to enter the workforce, especially if working means paying taxes at a disproportionately higher rate. Undoubtedly, the ease, cost, and availability of childcare for young children and free public education for school-age children can affect positively a mother's decision to work outside the home for paid compensation, or to stay at home with the children.

Personal income tax

In the vast majority of economies covered in *Women, Business and the Law*, personal income tax laws are gender neutral. This is true in all but nine economies. Five of these economies allow more deductions or tax credits to men: Burkina Faso, Côte d'Ivoire, Indonesia, Lebanon, and Malaysia. In Côte d'Ivoire and Indonesia, married men receive income tax deductions for their wives—whether their wives are working or not. However, in order to claim a deduction for her husband, a married woman must prove that he is her dependant.

Meanwhile in Israel, the Republic of Korea, Singapore, and Spain, there are tax deductions or credits which are available only to women. In Spain, an employed or self-employed woman with children under the age of three is entitled to a tax-credit of 1,200 euros (1,710 USD) per year and per child. In the Republic of Korea, a female head of household with dependents is entitled to an additional exemption of 500,000 KRW (464 USD) per year.

Childcare and education

Only 15 economies consider childcare payments as tax deductible. Except for Brazil and Kyrgyz Republic, all of these economies are high-income. Ninety-three economies go beyond the tax regulation and subsidize childcare prior to the age of primary education. This type of public service is more common in higher income economies. Only nine out of 39 high-income economies do not provide this service: Israel, Japan, Republic of Korea, Oman, Puerto Rico, territory of the United States, Saudi Arabia, Singapore,

United Arab Emirates, and the United States. Only eight economies do not mandate compulsory primary schooling: Botswana, Côte d'Ivoire, Ethiopia, Islamic Republic of Iran, Jamaica, Malawi, Oman, and Saudi Arabia. And of the ones that do mandate it only three are not required by law to provide it for free: Fiji, Guinea and South Africa.

Building credit

Since three-quarters of microfinance borrowers are women,⁹ it is women who are more likely to benefit when credit bureaus and registries collect and distribute information on microfinance loans. Having a record of successful repayment allows women to build up their credit histories and may help them graduate to larger loans and conventional financing. In addition to including this information, credit bureaus and registries should have low minimum thresholds for the inclusion of loans, so as not to miss out on microfinance loans, which by definition are very small.

Among middle- and low-income economies, 49 have at least one credit bureau or registry which obtains credit information from microfinance institutions. In all of these economies, the minimum loan amount covered is less than 1% of income per capita, except in Jordan, where the minimum loan amount exceeds six times the average income per capita.

In 15 of the 20 economies covered in Latin America and the Caribbean, credit bureaus and registries include microfinance borrowers. But only six out of 35 economies do the same in Sub-Saharan Africa.

Going to court

Women's access to justice can be hindered by limits on their legal capacity or gender-differentiated evidentiary rules that make it more difficult for them to fully participate in the legal system. Therefore, *Women, Business and the Law* examines two questions: whether women need permission in order to initiate legal proceedings in a court of law, and whether the rules of evidence are different for men and women.

Dispute resolution can be expensive and time-consuming for women and for men. Small claims courts help expedite the resolution of minor disputes of a relatively low value for both women and men. They do so by setting aside many legal formalities and using simplified or fast-track procedures. Simpler processes and more relaxed rules lower costs for claimants, who may also be able to file and

present their own cases before the court. In addition, filing fees are lower and judges issue decisions rapidly. Because they have lower costs and faster turn-around times, small claims courts can provide an easier alternative for resolving simple disputes.

Equal access to the justice system

The vast majority of economies grant equal access to the court system for men and women. However, in 11 economies (Islamic Republic of Iran, Kuwait, Malaysia, Oman, Pakistan, Saudi Arabia, Sudan, Syrian Arab Republic, United Arab Emirates, West Bank and Gaza, and Republic of Yemen), the testimony of a woman carries less evidentiary weight than that of a man. And in one economy (Democratic Republic of Congo), married women need the permission of their husbands in order to initiate legal proceedings in court.

Small claims courts

Although most economies do not prevent women from accessing the court system, many do not provide small claims courts, which would make dispute resolution for minor claims easier. Only 75 economies have small claims courts or fast-track procedures for claims of a smaller value (figure 3.10). Twenty-five of the 30 high-income OECD economies covered offer this service, as do 12 of the

23 economies covered in Eastern Europe and Central Asia. The following offer small claims courts or fast-track procedures: half of the economies covered in Latin America and the Caribbean; nine of the 14 economies in Middle East and North Africa; eight of the 14 economies in East Asia and the Pacific; three (Bangladesh, India and Pakistan) of the five in South Asia; and only Botswana, Ethiopia, Ghana, Kenya, Mauritius, South Africa, Zambia, and Zimbabwe out of the 35 economies covered in Sub-Saharan Africa.

Women and the law globally: Where and how is it changing?

From June 2009 to March 2011, *Women, Business and the Law* recorded 46 changes in regulations that affected the indicators in 39 economies (table 3.1). Forty-one of these changes were toward more gender parity, reducing legal differentiation between men and women. Four were neutral and one actually resulted in less gender parity.

Who reformed the most?

Kenya showed the highest number of changes in the areas covered by *Women, Business and the Law*. Kenya reformed in accessing institutions, using property and in going to court. Kenya promulgated a new Constitution on August 27, 2010. This legal reform eliminated gender differentiation under the law relating to a woman's ability

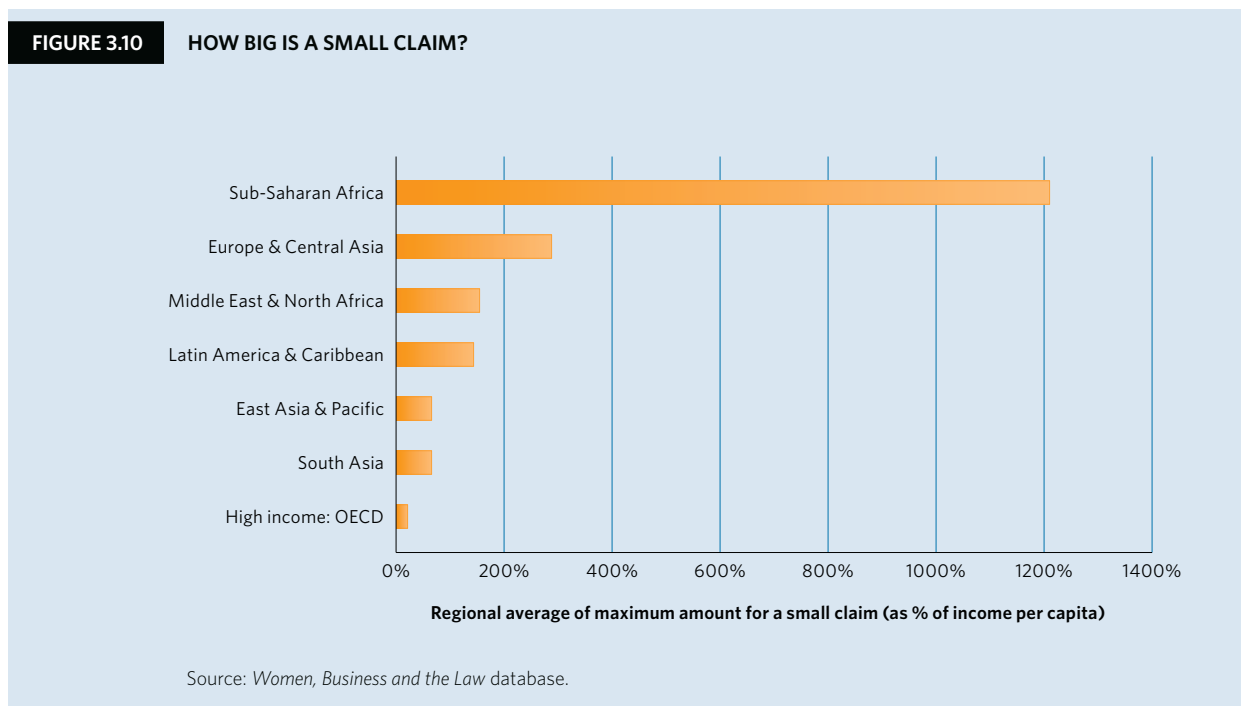


TABLE 3.1

WOMEN, BUSINESS AND THE LAW REFORMS ACROSS ECONOMIES

	Changes towards more gender parity	Changes away from gender parity	Changes neutral to gender parity
Accessing institutions	Kenya, Tunisia		
Using property	Kenya		
Getting a job	Albania, Australia, Belgium, Bulgaria, Chile, Estonia, Greece, Japan, Mongolia, Peru, Philippines, Poland, Rwanda and Syrian Arab Rep.	Bolivia	Azerbaijan, Jordan, Norway, and Latvia
Building credit	Albania, Azerbaijan, Ghana, Jordan, Mauritania, Moldova, Mongolia, Papua New Guinea, Syrian Arab Rep., Uganda and Yemen, Rep.		
Providing incentives to work	None that impacted <i>Women, Business and the Law</i> indicators		
Going to court	Belarus, Botswana, Brazil, Canada, Honduras, Italy, Kenya, Mexico, New Zealand, Puerto Rico (U.S.), Romania, South Africa and Venezuela, RB		

Source: *Women, Business and the Law* database.

to pass her nationality onto her child or spouse, entitled every Kenyan to a passport and all registration or identity documents issued to citizens, and guaranteed freedom of movement into, out of, and within Kenya for all citizens. Furthermore, customary law in Kenya is no longer exempt from constitutional provisions on non-discrimination. In fact, customary law is now void if it is inconsistent with the Constitution. Moreover, the same Constitution grants women equal rights before, during and after the marriage. It also grants equality on women's inheritance rights for the first time. Kenya also has a new fast-track court procedure for small claims.

Three economies made changes in two areas in the direction of more gender parity: Albania passed a new law "on protection from discrimination" mandating non-discrimination in hiring practices on the basis of gender, and its credit bureau now collects information from microfinance institutions. Syrian Arab Republic established a new credit bureau that also covers information from microfinance institutions, increased maternity leave from 60 to 120 days, and increased retirement age for women, equalizing it with that for men. Mongolia passed a new law on gender equality in February 2011 that expands nondiscrimination rules in hiring and protects employees from sexual harassment at the workplace. In addition, the minimum amount for inclusion in the credit bureau in Mongolia was eliminated.

Changes by topic

Besides Kenya, one more economy reformed in accessing institutions. The Tunisian nationality law was reformed in

2010, allowing women to convey citizenship to their children in the same way as men.

Only Kenya made legal changes that affected the using property data. However, there were several economies that revised their family code over the period from June 2009 to March 2011, without changing the default marital property regime. For instance, in Bulgaria, through the enactment of a new Family Code, three different marital property regimes were instituted. Spouses can now choose the property regime through a pre-nuptial agreement or change it after they are already married. Estonia implemented a similar reform, giving spouses the option of choosing from different marital property regimes.

In getting a job, 19 economies made legal changes that affected the indicators. In addition to the reforms made in Albania, Mongolia and Syrian Arab Republic there were 12 changes towards more gender parity. Peru and Rwanda introduced paternity leave. Australia introduced parental leave and Japan expanded its parental leave. Greece approved new laws which are gradually equalizing the retirement age of women and men. Belgium eliminated industry restrictions for women and changed the payment for maternity leave. Bulgaria and Poland increased the number of days for maternity leave. Chile introduced the principle of equal-pay-for-equal-work in the labor code. Estonia passed a new Employment Contracts Act which prohibits the dismissal of pregnant women, guarantees a return to the same position after maternity or paternity leave, and provides for breaks for breastfeeding mothers.

The Philippines implemented a similar reform, providing breaks for breastfeeding mothers.

Eleven economies implemented reforms in the area of building credit. In addition to the new bureau in Syrian Arab Republic, there are new credit bureaus or registries in Ghana, Moldova, Papua New Guinea, and Uganda. Jordan lowered by one-third the minimum loan amount covered by its credit bureau, Mauritania cut the minimum loan amount for inclusion in the credit bureau by half and Mongolia and the Republic of Yemen eliminated it altogether. Azerbaijan's credit bureau now includes information from microfinance institutions.

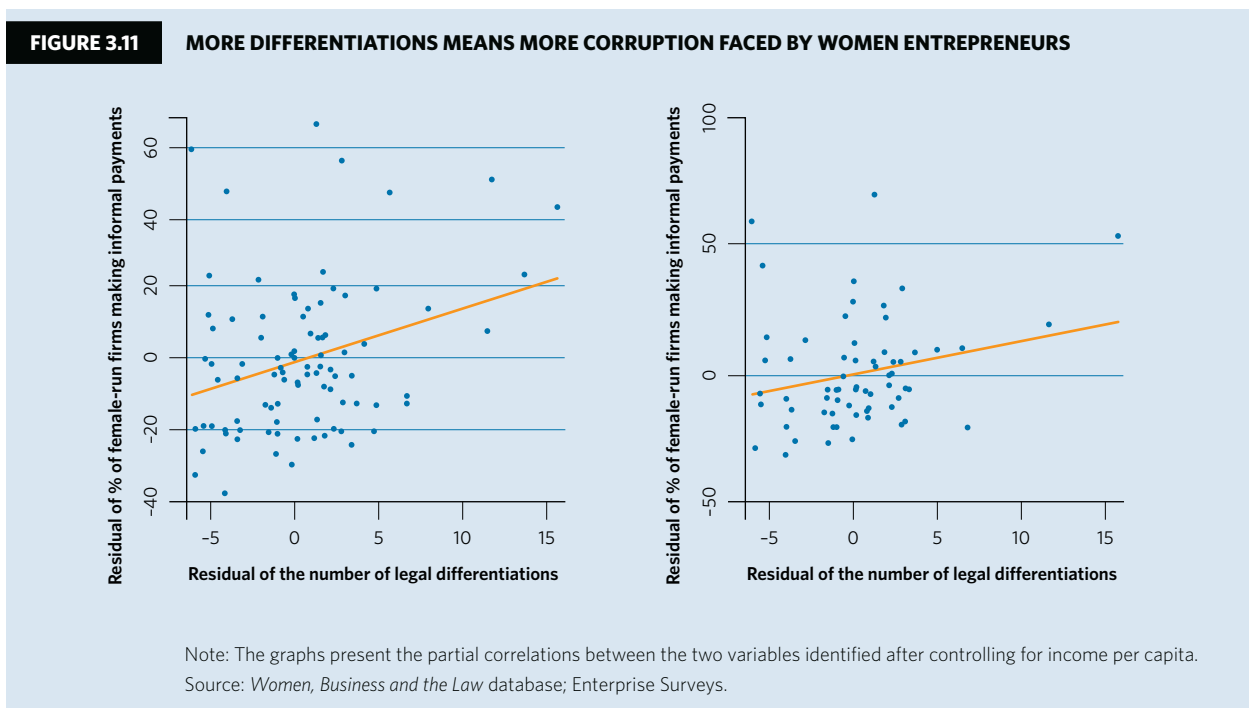
Although several economies did change their personal income tax legislation over the period considered, none reformed in the area of providing incentives to work so as to affect the *Women, Business and the Law* indicators.

In going to court, in addition to Kenya, 12 economies made changes: Belarus, Botswana, Honduras, Italy, Mexico, and Romania introduced a small claims court; Brazil, Canada, New Zealand, Puerto Rico, territory of the United States, South Africa and Venezuela increased the maximum amount for small claims courts. In Botswana the newly introduced small claims court is often used by women to collect child maintenance.¹⁰

Four economies made changes that are neutral to gender parity, but still affected the data. In Azerbaijan, the retirement age has been rising by 6 months every year since January 2010: to age 63 by 2012 for men, and age 60 by 2016 for women. This change is neutral to gender parity, because it maintains the currently unequal retirement age for men and women. Norway introduced a flexible retirement scheme in an already gender neutral system. Jordan increased the minimum pensionable age from 45 to 50 for both men and women, maintaining the gender parity in pensionable ages. Latvia temporarily reduced the percentage of wages paid during maternity leave in response to the global financial crisis. This change is considered neutral to gender parity due to its temporary nature. One economy, Bolivia, moved towards less gender parity by decreasing the retirement age, making it different for men and women.

Women and the law globally: Why does it matter?

Women, Business and the Law data allow for cross-country analysis, highlighting findings that can be explored through more in-depth research. A few of these findings relate to woman as entrepreneurs. Analysis of the *Enterprise Survey* data in conjunction with that of *Women, Business and the Law* shows that:



- Firms owned and or managed by women in economies with a higher number of differentiations are more likely to report having to make informal payments (figure 3.11).
- In those economies in which women cannot get a job without permission from their husband or guardian, there are on average fewer women in the workforce than in economies where this restriction does not exist. However, this difference is only significant if the firm's top manager is a man. In female-run firms these types of legal differentiations seem to have less of an impact in practice (figure 3.12)

These are only a few examples of the kinds of measurement that can be carried out using data based on cross-country analysis. In order to draw conclusions about causal implications, further analysis at the country level and over time is needed. For instance, in Ethiopia a joint land registration program was implemented differently in different regions of the country. For this reason, it was possible to compare regions which had implemented the program with those that did not within the same country. This program resulted in a higher increase of women's names in land titles in places where it was mandatory than in places where it was not.¹¹ In future editions, *Women, Business and the Law* will

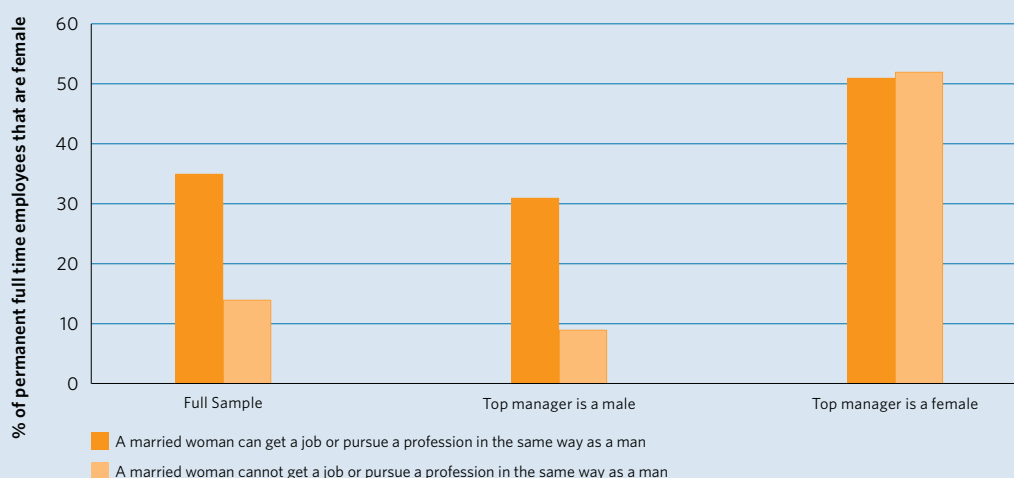
provide more historical data that will, hopefully, inform and facilitate more in-depth research at the country level.

ENDNOTES

- 1 The five topics covered are: accessing institutions, using property, getting a job, providing incentives to work, and going to court. Building credit is the only topic not included, because none of the indicators in this topic cover explicit legal gender differentiation.
- 2 The actions for unmarried women are: (1) Can an unmarried woman apply for a passport in the same way as an unmarried man? (2) Can an unmarried woman travel outside the country in the same way as an unmarried man? (3) Can an unmarried woman legally travel outside her home in the same way as an unmarried man? (4) Can an unmarried woman get a job or pursue a trade or profession in the same way as an unmarried man? (5) Can an unmarried woman sign a contract in the same way as an unmarried man? (6) Can an unmarried woman register a business in the same way as an unmarried man? (7) Can an unmarried woman be "head of household" or "head of family" in the same way as an unmarried man? (8) Can an unmarried woman confer citizenship to her children in the same way as an unmarried man? (9) Can an unmarried woman open a bank account in the same way as an unmarried man? (10) Can an unmarried woman choose where to live in the same way as an unmarried man? The same set of 10 questions is repeated for married women.
- 3 For more in-depth discussion on the role of customary and personal law in Africa see Hallward-Driemeier (2011b).
- 4 This is based on retirement ages for individuals who are currently 40 years old.

FIGURE 3.12

GENDER DISPARITY IN ACCESS TO JOBS AND PROFESSIONS IS MITIGATED BY THE PRESENCE OF FEMALE TOP MANAGERS



Note: The figure relates the relevant variable for married women only. For unmarried women, there is very little variation in differentiation on getting a job without permission across countries. The result shown is robust to a number of controls, such as income level, firm-size and the industry to which a firm belongs. The figure is based on 57 countries for which data are available.

Source: *Women, Business and the Law* database; Enterprise Surveys.

- ⁵ Unequal pensionable ages for men and women is not the only legal differentiation in the Islamic Republic of Iran. In fact there are a total of 22 legal differentiations between men and women: seven legal differentiations for unmarried women and 15 legal differentiations for married women. The differentiations for unmarried women occur in the following areas: conferring citizenship on children, having inheritance rights over moveable property, having inheritance rights over immoveable property, working in certain industries, retirement age, pensionable age, having her testimony carry the same evidentiary weight in court. For married women: applying for a passport, traveling outside the country, traveling outside the home, getting a job without permission, being head of household, conferring citizenship on children, choosing where to live, conveying citizenship to her non-national husband, having inheritance rights over moveable property, having inheritance rights over immoveable property, having inheritance rights over property from her deceased spouse, working in certain industries, retirement age, pensionable age, having her testimony carry the same evidentiary weight in court.
- ⁶ The current retirement age in Austria depends on the year of birth; for people born before 1955, the retirement age is still 65 for men and 60 for women; *Women, Business and the Law* measures the retirement age for a person who is now 40 years old. For someone at that age, the retirement age is already equal for men and women.
- ⁷ The current retirement age in Greece depends on the year of retirement; for people retiring in 2011, the retirement age is still 65 for men and 60 for women; *Women, Business and the Law* measures the retirement age for a person who is now 40 years old, For someone at that age the retirement age is already equal for men and women.
- ⁸ Until 2014, the statutory retirement age for women may be lower than 60, based on the number of children she raised.
- ⁹ World Bank (2010b).
- ¹⁰ <http://allafrica.com/stories/200910121334.html>
- ¹¹ Deininger et al. (2007).

Annex: Women's economic rights and human rights

Women, Business and the Law (WBL) focuses on how men and women are treated differently under the law in ways that may affect women's incentives to work and their opportunities to do so. By examining the law and how it affects women's ability to get jobs and start businesses, *Women, Business and the Law* aims to facilitate research on the linkages between legal gender differentiation and outcomes for women. This research may be used to inform policy dialogue on what governments can do to expand economic opportunities for women.

The WBL agenda overlaps significantly with human rights work on gender equality, particularly in the area of women's economic and social rights. Thus, examining the project from a human rights perspective provides new insights on the relationship between legal gender equality and economic opportunities and outcomes for women.

Equal rights of women under human rights law

As mentioned earlier (see Box 2.1), equality is a central tenet of international human rights law. The Universal Declaration of Human Rights begins by emphasizing that "recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world." Article 1 of the Universal Declaration proclaims all human beings to be "born free and equal in dignity and rights," while Articles 2 and 7 lay the groundwork for specific legal protections concerning equality and non-discrimination. All of the major human rights instruments since the Universal Declaration have reiterated this fundamental commitment to equality.

Beyond the general commitment to equality, the international community has expanded on the particular commitment to women's equality through the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).¹ With 187 current States Parties, CEDAW has been ratified almost universally and serves as the most important international instrument protecting women's human rights.² Forty-two States Parties, however, have imposed reservations to at least one of the CEDAW provisions.³ A substantial portion of the Convention is

specifically devoted to women's economic and social rights, although other areas are covered as well.

Some key areas of overlap

There are numerous points of overlap between the WBL indicators and women's human rights under CEDAW. Many of these intersections occur in two domains: the legal capacity of women to conduct transactions in areas that affect their business and employment activities, and the equal legal treatment of women within these business and employment activities.

Table 4.1 maps out the major areas of correspondence between the indicators and women's rights under CEDAW. As the table suggests, even though the indicators included in the WBL dataset are not specifically designed to illustrate human rights information, each corresponds to one or more of the rights contained within CEDAW. In fact, a detailed examination of the various types of human rights indicators used to track the compliance of states with CEDAW reveals a close fit between many of those indicators and the questions used in the WBL questionnaires. However, it is important to note that CEDAW covers many areas beyond what is measured in *Women, Business and the Law*.

In addition to these areas of topical overlap, the motivations and goals of the WBL project resonate with those of the international human rights regime. Both research agendas seek to support the expansion of women's economic opportunities and choices in ways that improve women's welfare and raise their quality of life.

Some important divergences

However, *Women, Business and the Law* diverges from a human rights approach in important respects, the most obvious being the extent of coverage: *Women, Business and the Law* focuses on women's economic empowerment by shedding light on a very narrow set of issues. The WBL approach examines domestic legal rules and regulations directly impeding women's ability to start businesses and navigate the work force. A more human rights oriented approach, by contrast, would investigate the rights and opportunities of women across all areas—including

TABLE 4.1

WOMEN, BUSINESS AND THE LAW TOPICS AND CORRESPONDING HUMAN RIGHTS UNDER CEDAW

<i>Women, Business and the Law</i> category	Principal corresponding human rights of women (CEDAW)
Accessing institutions	Freedom from discrimination on the basis of sex (Art. 2)
	Equality before the law and legal capacity identical to that of men (Art. 15)
	Equality in all areas of economic and social life (Art. 13)
	Equality in all matters relating to marriage and family relations (Art. 16)
	Equal rights with respect to nationality (Art. 9)
Using property	Equal rights to administer property (Art 15.1)
	Equal rights in all matters relating to marriage and family relations (Art 16.1), including same rights for both spouses in respect to ownership, acquisition, management, administration, enjoyment and disposition of property (Art 16.1h)
Getting a job	Freedom from discrimination in the field of employment (Art. 11), including:
	Right to work (Art. 11.1a)
	Same employment opportunities (Art. 11.1b)
	Free choice of profession and employment (Art 11.1c)
	Equal-pay-for-equal-work (Art. 11.1d)
	Equal social security, retirement, leave, and other paid benefits (Art. 11.1e)
	Freedom from discrimination on grounds of marriage or maternity (Art. 11.2)
Special protection during pregnancy (Art. 11.3)	
Providing incentives to work	Freedom from discrimination and equality in economic life (Art. 13)
	Right to education (Art. 10)
	Equality in all matters relating to marriage and family relations (Art. 16)
Building credit	Access to bank loans, mortgages and other forms of financial credit on equal basis with men (Art. 13b)
	Access to agricultural credit and loans for rural women (Art. 14(2)g)
Going to court	Equality in all stages of procedure in courts and tribunals (Art. 15.2)
	Legal protection of rights of women and effective protection of women against any act of discrimination through competent national tribunals (Art. 2c)
	Exercise and enjoyment of all human rights and fundamental freedoms on basis of equality with men (Art. 3)

women's civil, political, economic, social and cultural rights—recognizing that an impediment to women's rights in any one of these areas may have a significant impact on women's economic achievements, whether directly or indirectly. For example, one important area not analyzed in *Women, Business and the Law* is law that prevents and penalizes violence against women.

A second area of divergence arises out of the WBL focus on the de jure, that is, legal treatment of women, as opposed to their de facto experiences. A human rights-based approach would examine not only opportunities, but also outcomes. However, providing consistent indicators for 141 economies across the world presents a significant

challenge for data collection. Moreover, while the attempt to go beyond de jure indicators by measuring the de facto situation for women would provide greater in-depth country information, it would also lead to more subjectivity, as such measures may not only lack cross-country comparability, but would be more difficult to verify. New questions in this year's WBL examining the role played by customary law—which may restrict women's exercise of their legal rights within each economy's domestic legal framework—may, in fact, shed light on the de jure versus de facto gap in women's economic opportunities.

The 2010 *Women, Business and the Law* pilot report explicitly acknowledged many of its initial methodological

shortcomings, and the updated work program has begun to address them through the inclusion of several new indicators in the dataset. For example, topical coverage has been expanded by adding new survey questions concerning equal-pay-for-equal-work, government provision of basic education and childcare services, and laws and policies affecting the rights of working mothers.

Insights from human rights approaches

These additions constitute steps in the right direction. Moreover, certain insights from human rights approaches, such as, the “structure-process-outcome framework” and working through partnerships, may prove useful in informing the *Women, Business and the Law* project going forward.

The structure-process-outcome framework

Indicators can be classified along three axes: structure, process and outcome, as follows:

- **Structural indicators** measure the state of the law within a given economy in relation to a specific right. An example would be the existence of an equal-pay-for-equal-work provision under the law.
- **Process indicators** capture the existence and robustness of policy instruments designed to support the implementation of that right. An example would be the existence of an agency or a court system that would enforce the equal-pay-for-equal-work provision mentioned above.
- **Outcome indicators** measure an economy’s tangible progress in realizing a particular right. When compared to the benchmark of full realization of the right, outcome indicators reveal how much further an economy must progress in order to meet the end goal. An example would be a measure of de facto equality in pay between men and women.

Currently, *Women, Business and the Law* does not make full use of these three indicators. Of the questions included in the dataset, roughly 65% are structural indicators. The remaining 35% are process indicators. None are outcome indicators, because the focus of WBL is on actionable policy indicators. However, incorporating the human rights methodology of structure-process-outcome in a systematic fashion in the analysis across all of the major topic areas in the WBL could enhance the program’s contribution to the advancement of women’s economic empowerment. Where available, the outcome variables

could be drawn from other datasets to avoid duplicating work already done, and to minimize the cost of obtaining information.

Better data through better partnerships

Human rights researchers often attempt to minimize the practical impediments of high-quality data collection and research by using cooperative strategies. For example, research partnerships between international and domestic NGOs can provide the international partner with much needed local expertise and the domestic partner with much needed access to capital. Likewise, formal or informal cooperation agreements between inter-governmental organizations having overlapping or complementary expertise can enable both organizations to economize on research costs.

Women, Business and the Law can learn from these experiences as its research agenda overlaps with other efforts on women’s economic rights, opportunities and outcomes. By forging cooperative and mutually beneficial relationships with key players, WBL could potentially broaden and deepen its data collection efforts, improve its understanding of tangential areas affecting women entrepreneurs and workers, multiply the dissemination of its key findings, and enhance its relevance for policy debates at the domestic, regional, and international level. As a step in this direction, the WBL project has already begun to engage local and international civil society organizations in various parts of the world with a view to building partnerships. It has also begun to interact with other inter-governmental and national organizations, such as various UN agencies and development partners.

Targets for current and future strategic partnerships include:

- **Other inter-governmental organizations** whose mandates touch upon women’s rights and/or the rights of workers; obvious candidates include relevant groups within UN Women (the United Nations Entity for Gender Equality and the Empowerment of Women), the United Nations Development Program, the International Labour Organization, and the Office of the High Commissioner for Human Rights;
- **Civil society organizations, labor unions and industry groups:** hundreds of such organizations exist, and while *Women, Business and the Law* is already taking advantage of their existing expertise at the

international, regional and local level, this work can continue to expand;

- **National governmental bodies:** national statistical agencies, human rights commissions, law reform commissions, commissions on gender equality, equal opportunity employment commissions, and other bodies having responsibilities for tracking women's rights outcomes and/or implementing policies and programs designed to promote women's rights can often contribute expertise, resources and data;
- **Academic research initiatives and institutes:** these can furnish new theoretical insights and help fill gaps in the collection and dissemination of relevant data.

Women, Business and the Law has already begun to build partnerships with some of these target organizations. For example, WBL data are currently being disseminated through UN Women in its newly released report entitled *2011-2012 Progress of the World's Women: In Pursuit of Justice*. This effort to build partnerships should continue to expand in order to optimize data collection and dissemination.

ENDNOTES

- 1 The text of the Convention, which was adopted in 1979, may be accessed at: <http://www.un.org/womenwatch/daw/cedaw/states.htm>
- 2 Ratification information is available through the United Nations TreatyCollection website: http://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-8&chapter=4&lang=en
- 3 Twenty-two States Parties have entered reservations to CEDAW provisions on the grounds that they are incompatible with laws based on ethnic or religious identity. Seventeen State parties have entered reservations to Article 2, according to which States Parties commit to condemning discrimination against women in all its forms. Seven have done so for Article 11 on equality in employment; 20 for Article 9 on equal nationality and citizenship rights; eight, for Article 15(4) on equal right to choose residence; 30 for article 16 on equal rights in marriage and family; and 19 have formally expressed concerns with other provisions of the Convention.

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Data Notes

Women, Business and the Law examines laws and regulations that affect women's ability to earn an income, either by starting and running their own businesses or by getting jobs. When it comes to women's rights, different economies reflect different cultural norms and values in their legislation. This report does not seek to judge or rank countries, but to provide objective data to inform dialogue and research women's economic rights.

Covering 141 economies, *Women, Business and the Law* provides easily comparable data across the following six areas:

- **Accessing institutions**—explores women's legal ability to interact with public authorities and the private sector in the same way 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 work, such as prohibitions on working at night or in certain industries. This indicator also covers laws on work-related maternity and paternity benefits, retirement ages, sexual harassment and equal pay for equal work;
- **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 minimum loan thresholds in private credit bureaus and public credit registries, and tracks bureaus and registries that collect information from microfinance institutions;
- **Going to court**—considers the ease and affordability of accessing justice by examining small claims courts, as well as a woman's ability to testify in court and initiate court proceedings.

In five of the six topics, there were changes in methodology, both in the number of questions covered and in the way previously existing questions were analyzed; the principal methodological changes are footnoted throughout the text and summarized at the end of this chapter.

The report builds on the experience of the *Doing Business* project in developing objective indicators of impediments to entrepreneurship and employment for women. *Doing Business* analyzes regulations that apply to a business throughout its life cycle, including start-up and operations, trading across borders, paying taxes and resolving insolvency across 183 economies. As in the *Doing Business* project, *Women, Business and the Law* strongly emphasizes written law.

At the inception of the *Women, Business and the Law* project, the Gender Law Library was created to provide a public repository of laws and regulations affecting women's economic opportunities. The set of six indicators was created by examining the information in the library to see which laws most affect women's business rights. Legislation across the legal spectrum was found to affect women's economic potential, either directly or indirectly. The indicators capture laws that directly differentiate between men and women, as well as laws that indirectly have a greater impact on women, given the likelihood that they are secondary income earners, microfinance clients and small business owners.

To condense such a large volume of disparate information, broadly based legal questions were posed to local legal experts to determine in what areas women and men have the same or different rights. In addition to survey data from local legal experts, the WBL project also consulted constitutions, gender equality laws, marriage and family codes, personal status codes, labor laws, passport procedures, citizenship rules, inheritance statutes, codes of civil procedures, education acts, tax regulations and social security codes to determine the sources of gender differentiation in the law. Responses from *Doing Business 2012* surveys on getting credit, enforcing contracts, and employing workers were also used. The data from the surveys were checked for accuracy by referencing primary legal sources, resulting in revision or expansion of the information collected.

The *Women, Business and the Law* methodology offers several advantages:

- It is transparent and uses factual information derived directly from laws and regulations;

- Because standard assumptions are used when collecting data for the six areas covered, 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 this new information.

The report's focus on written legislation does not disregard the often large gap between laws on the books and actual practices, recognizing that women do not always have access to the equality they are entitled to by law; however, data on formal legal differentiation represent a first step to identifying potential challenges for women in the six areas studied.

The report team welcomes feedback on the methodology and construction of this set of indicators and looks forward to improving both its coverage and scope. Feedback and contributions to the Gender Law Library are also appreciated. All the data and their sources, as well as the questionnaires used to collect the data are publicly available at: <http://wbl.worldbank.org>

The following 91 questions¹ were asked about the six main topics across 141 economies producing a total of 12,831 data points. Each question is followed by information on how the answers were standardized and made comparable across all economies. Assumptions, where used, are also listed.

Accessing institutions

Assumptions about the woman

- Resides in the main business city of the economy being examined;
- Has reached the legal age of majority; 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 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 legal plurality exists), the answer used will be the one applicable to the majority of the population.²

The answers to the questions below are based on codified law and regulations, and not the implementation or practice of that law. Therefore, customary law is not taken into account, unless that customary law has been codified. Exceptions to this rule are common law or religious codes where decisions of such common or religious courts or schools of jurisprudence have legal standing equivalent to that of codified law. Reciprocal restrictions that govern the conduct of both spouses are not covered; therefore, this indicator only measures restrictions that govern the conduct of the wife, but not the husband.

Rights of married and unmarried women

This sub-topic addresses whether a woman can engage in a set of legal transactions in the same way as a man. It also addresses whether there are differences due to the marital status of the woman. Married and unmarried men and women may not be able to do things in the same way, as when, for instance, women require permission or an additional signature in order to complete a certain transaction, or when they must provide additional documentation not required of men, such as a marriage license or proof of name change. Differences related to property transactions are taken into account in the using property topic only. Accessing institutions does not count this type of difference.³ Furthermore differences that arise from tax law are no longer included in accessing institutions.⁴

This sub-topic includes 20 different questions across 10 transactions, including transactions that are legal in nature and those that relate to women's freedom of movement.

In the data tables, the 20 questions for accessing institutions are condensed into 10 questions with two possible answers each, one for married and one for unmarried women. The questions are as follows:

1a. 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 may be completed and there are no differences in the way an unmarried woman or man may get a passport;

- The answer is “No” if an adult unmarried woman needs the permission or signature of a guardian to apply for a passport;

1b. 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 may be completed and there are no differences in the way that a married woman or man may get 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; the answer is also “No” if any additional documentation is required of a married woman that is not required of a married man; e.g., if proof of name change or a marital certificate is required specifically for married women but not for married men or if married women must indicate any information relating to their husband on their passport forms, but husbands are not required to provide information on their spouses.

2a. Can an unmarried woman travel outside the country in the same way as an unmarried man?

- The answer is “Yes” if no restrictions exist on unmarried women traveling alone internationally; the answer is also “Yes” if the Constitution guarantees freedom of movement or the right to leave and reenter the country and no restrictions exist on unmarried women traveling internationally;
- The answer is “No” if permission or additional documentation is required for unmarried women to leave the country; however, this permission must be separate from that required to get a passport, a topic covered in a separate question.

2b. Can a married woman travel outside the country in the same way as a married man?

- The answer is “Yes” if no restrictions exist on married women traveling alone internationally; the answer is also “Yes” if the Constitution guarantees freedom of movement or the right to leave and reenter the country, or if men and women have the same rights inside of marriage, and no restrictions exist on married women traveling internationally;
- The answer is “No” if permission or additional documentation is required for married women to leave the

country; however, this permission must be separate from that required to get a passport, a topic covered in a separate question.

3a. Can an unmarried woman legally travel outside her home in the same way as an unmarried man?

- The answer is “Yes” if no restrictions exist on unmarried women traveling alone domestically; the answer is also “Yes” if the Constitution guarantees domestic freedom of movement and no restrictions exist on unmarried women;
- The answer is “No” if permission, additional documentation, or the presence of a guardian is required in order to travel domestically.

3b. Can a married woman legally travel outside her home in the same way as a married man?

- The answer is “Yes” if there are no restrictions on married women traveling alone domestically; the answer is also “Yes” if the Constitution establishes the right to domestic freedom of movement, or if men and women have the same rights inside of marriage, and no restrictions exist on married women’s domestic travel;
- The answer is “No” if permission, additional documentation, or the presence of a guardian is required in order for a married woman to travel domestically.

4a. 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; the answer is also “Yes” if there is a nondiscrimination or equality provision in the constitution or gender equality act and no restriction in the family or civil law regarding an unmarried woman’s ability to work;
- The answer is “No” if permission or additional documentation is required, or if a guardian can stop an unmarried woman from working.

4b. 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; the answer is also “Yes” if there is a nondiscrimination or equality provision in the constitution or

gender equality act and no restriction in family or civil law regarding a married woman's ability to work; the answer is also "Yes" if married women and married men have the same rights in marriage and there is no restriction in the family or civil law regarding a married woman's ability to work;

- The answer is "No" if husbands can prevent their wives from getting or keeping jobs or from pursuing a trade or profession; the answer is also "No" if permission or additional documentation is required for married women to get a job or if a married man can go to court to get his wife's employer to fire her from her job or profession.

5a. 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 unmarried women signing legally binding contracts;
- The answer is "No" if unmarried women have limited legal capacity to sign a legally binding contract.

5b. 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 married women signing legally binding contracts;
- The answer is "No" if married women have limited legal capacity to enter into contracts or if they need the signature, consent, or permission of their husbands in order to legally bind themselves; this question does not concern restrictions on married women signing contracts specifically related to marital property governed under the default marital property regime; these are covered under the Using Property indicator.

6a. Can an unmarried woman register a business 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 unmarried women registering businesses;
- The answer is "No" if unmarried women have limited legal capacity to register a business; e.g., this would include situations in which they may not legally bind themselves with a legal document.

6b. 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 married women registering a business;
- The answer is "No" if married women have limited legal capacity to register a business; e.g., this would include if they may not legally bind themselves with a legal document; the answer is also "No" if married women need the permission, signature, or consent of their husbands to register a business; the answer to this question is based on family law; restrictions that are established outside family law may not be included in this question.

7a. 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 there are no explicit restrictions on unmarried women becoming "head of household" or "head of family" and the constitution recognizes gender equality or nondiscrimination; the answer is also "Yes" if there is no indication that "head of household" or "head of family" is a legal designation in the economy, and where the constitution recognizes gender equality or nondiscrimination;
- The answer is "No" if there is an explicit restriction on unmarried women becoming "head of household" or "head of family;" e.g., a provision stating that only men can be "head of household" or "head of family," or that men "lead the family."

7b. 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 there are no explicit restrictions on married women becoming "head of household" or "head of family" and the Constitution recognizes gender equality or nondiscrimination; the answer is also "Yes" if there is no indication that "head of household" or "head of family" is a legal designation in the economy, where the constitution recognizes gender equality or nondiscrimination, or where family law recognizes equality among spouses within marriage;
- The answer is "No" if there is an explicit restriction on married women becoming "head of household" or "head of family;" e.g., a provision stating that only husbands can be "head of household" or "head of family" or that husbands "lead the family."

8a. Can an unmarried woman confer citizenship on her children in the same way as an unmarried man?

- The answer is “Yes” if both mothers and fathers can convey citizenship to the child, regardless of where the child is born; the answer is also “Yes” if there are additional procedures that must be completed by men but not by women (e.g., providing proof of paternity);
- The answer is “No” if only fathers can convey citizenship to the child, wherever that child may be born.

8b. Can a married woman confer citizenship on her children in the same way as a married man?

- The answer is “Yes” if married mothers and married fathers may both convey citizenship to their children, wherever the child is born; the answer is also “Yes” if there are additional procedures that must be completed by men but not by women (e.g., providing proof of paternity);
- The answer is “No” if only married fathers can convey citizenship to the child, wherever that child may be born.

9a. 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 unmarried women opening bank accounts;
- The answer is “No” if there are specific provisions limiting the ability of unmarried women to open bank accounts; only provisions from the body of family laws are systematically counted; provisions that may exist in other types of law, such as banking regulations, are not systematically included here.

9b. 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 married women opening bank accounts; the answer is also “Yes” if explicit provisions exist stating that married women may open bank accounts, or that both spouses may open bank accounts in their own names;
- The answer is “No” if there are specific provisions limiting the ability of married women to open bank accounts; provisions that may exist in other types of law, such as banking regulations, are not systematically included here.

10a. 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 unmarried women choosing where to live; also “Yes” if there is a general constitutional provision stating that every person has the right to determine his or her own place of residence and where there are no restrictions on unmarried women choosing where to live;
- The answer is “No” if explicit restrictions exist on unmarried women choosing their place of residence.

10b. Can a married woman choose where to live in the same way as a married man?

- The answer is “Yes” if no explicit restrictions exist on a married woman choosing where her family may live; the answer is also “Yes” if there is a general constitutional provision stating that every person has the right to determine his or her own place of residence, or if the family law states that spouses jointly chose the marital residence;
- The answer is “No” if an explicit legal provision grants the husband the authority to choose the family residence, or grants the husband’s preference additional weight in determining where the family shall live.

The data on the number of inequalities in accessing institutions for unmarried women represent the count of the total number of “No” answers to the 10 questions applicable to unmarried women.

The data on the number of inequalities in accessing institutions for married women represent the count of the total number of “No” answers to the 10 questions applicable to married women.

Division of responsibility within marriage

This sub-topic addresses potential legal inequalities that are only applicable to married women. It includes three questions as follows:

11. Can a woman confer her citizenship to a non-national spouse in the same way as a man?

- This question compares the ability of an adult married woman to legally convey her citizenship to her non-national husband with the ability of an adult married man to do the same for his non-national wife; the answer is “Yes” if marriage to a national male or

female confers some preference in naturalization to the non-national spouse;

- 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; the answer is also “No” if the ability to convey citizenship to a spouse is procedurally differentiated by gender; e.g., a woman married to a national gets automatic citizenship rights upon her marriage, but a man married to a national must wait a specific number of years to become a citizen;
- The answer is N/A if neither spouse may convey citizenship to the other; e.g., citizenship must be obtained through the general naturalization procedures with no preference of any sort given to the spouse of a national.

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

- The answer is “Yes” if an explicit provision exists, stating that married women must obey their husbands;
- The answer is “No” in the absence of a provision stating that married women must obey their husbands.

13. Do married couples jointly share legal responsibility for the family’s financial 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’s expenses; the answer is also “Yes” if spouses have equal rights and responsibilities within marriage;
- The answer is “No” in the case of provisions stating that husbands are solely responsible for the financial support of the family.

Constitutional rights

This sub-topic focuses on the constitutional treatment of customary law, gender equality and non-discrimination. It includes four questions:

14. Is there a non-discrimination clause covering gender or sex in the constitution?

- The answer is “Yes” if the constitution explicitly includes gender or sex as protected categories for nondiscrimination;

- The answer is “No” if there is no nondiscrimination provision, or if there is a nondiscrimination provision that does not include gender or sex as a protected category.

15. Does the constitution guarantee equality before the law?

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

16. Are either customary or personal law valid sources of law under the constitution?

- The answer is “Yes” if the constitution explicitly recognizes customary or personal laws (that is, customary or religious law); the answer is also “Yes” if the constitution makes reference to methods by which customary law will be brought in line with constitutional principles, or by which customary law is to be determined, or to requirements that customary chiefs be consulted prior to enactment of legislation; also “Yes” if the constitution recognizes religious systems of law or religious sources of law; also “Yes” if the constitution derives its authority from customary or religious law;
- The answer is “No” in the absence of explicit constitutional recognition of customary or religious sources or systems of law;
- This question does not include customary contractual terms, or other forms of implied usage.

17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on non-discrimination or equality?

- The answer is “Yes” if customary or religious laws are considered to be invalid sources of law if they violate other provisions of constitutional law; the answer is also “Yes” if the constitution makes reference to methods by which customary law will be brought in line with constitutional principles on nondiscrimination or equality; the answer is also “Yes” if the constitution establishes that customary laws or rights are guaranteed equally to men and women;

- The answer is “No” if customary law or religious law takes precedence over constitutional provisions on nondiscrimination or equality;
- The answer is N/A if there are no constitutional provisions on nondiscrimination or equality, or if **customary law or personal law are not considered valid sources of law.**

Using property

Assumptions about 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 married, the marriage is monogamous and it is registered with the authorities;
- Where the question assumes that 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 legal plurality exists—the answer used will be one applicable to the majority of the population.⁵

The answers to the questions below are based on codified law and not the implementation or practice of that law. Therefore, customary law and religious law are not taken into account unless the customary or religious law has been codified. The only exceptions to this rule are case law systems, and instances where decisions of religious courts or schools of jurisprudence have legal standing equivalent to that codified law.⁶

The questions in using property are designed to determine what the management and control of marital property looks like under the default marital property regime in each of the economies covered. For all questions concerning 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

is able to carry out the activity and his wife cannot equally do so.

Marital property regime

The main areas of differentiation between women and men in exercising property rights lie in the rights granted to spouses under various marital property regimes, some of which grant spouses equal treatment for property ownership. Others grant husbands administrative control over jointly owned marital property. Still others grant husbands administrative control over their wives’ property. *Women, Business and the Law* summarizes the main characteristics of the default marital property regime by means of the following three questions.

18. What is the default marital property regime?

- The default marital property regime is the set of rules that apply to the management of property within marriage when no prenuptial agreement exists. For the purposes of this question the default marital property regimes are classified in the following five categories:
 - **Separation of property**—under a separate property regime all property acquired by the spouses before they marry, as well as all property acquired during the marriage, remain the separate property of the acquiring spouse; it can also be referred to as “out of community property;”
 - **Partial community of property**—whereby assets acquired prior to marriage are regarded as the separate property of the acquiring spouse, and assets and income acquired after marriage, with few exceptions provided for by law, are regarded as joint property of the couple;
 - **Full community of property**—all assets and income brought into the marriage and acquired during the marriage become the joint property of the couple; it can also be referred to as “in community of property;”
 - **Deferred full or partial community of property**—the rules of partial or full community of property apply at the time of dissolution of the marriage (divorce or death of one of the spouses); prior to that, separation of property applies;

- **Other**—in countries where there is a default property regime which does not fit any of the above four descriptions.

In countries where there is no default marital property regime, the most common marital property regime is used instead.

19. Who legally administers marital property?

- The answer to this question assumes that the default marital property regime applies and is classified as follows:
 - **The original owner**—where either the husband or the wife who originally bought the property manages it.
 - **Both spouses**—where both spouses agree or have the same rights over transactions concerning joint property;
 - **Other**—in countries where neither of the above two descriptions apply.

In countries where there is no default marital property regime, the most common marital property regime is used instead.

20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?

- The answer to this question is classified as follows:
 - **The original owner**—where the spouse (either husband or wife) who originally bought the property receives ownership of the marital home;
 - **Both spouses**—where both spouses are entitled equally to the marital home;
 - **Other**—in countries where neither of the above two descriptions applies;

This question assumes that the marital home was purchased by one of the spouses during the marriage and that the spouses have no children.

Joint titling

Joint titling for married couples means that immoveable property, such as land or buildings is registered under the name of both spouses either explicitly or implicitly through the default marital property regime.

21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?

- This does not include property acquired by gift or inheritance by one of the spouses;
- The answer to this question depends on the default marital property regime; full and partial community of property will assume a legal presumption of joint ownership between the husband and wife, while in separation of property and deferred full or partial community of property there is no legal presumption of joint ownership between husband and wife; for mixed systems a specific legal provision will be necessary for legal presumption of joint ownership;
- The answer is N/A where joint marital property does not exist and separation of property is the default marital property regime.

22. Does joint titling of major assets (such as land or the marital home) exist for married couples?

- It is assumed that the marriage took place under the default marital property regime; if there is no default marital property regime, the most commonly used formal marital property regime is used.

23. If joint titling exists for married couples, is it the default for marital property?

- It is assumed that the marriage took place under the default marital property regime; if there is no default marital property regime, the most commonly used formal marital property regime is used;
- The answer is “Yes” if joint titling is mandatory or is presumed for marital property under the default marital property regime; e.g., marital assets belong to both spouses as the default provision under the marital property regime, unless the spouses opt out;
- The answer is “No” if joint titling exists, but is not the presumed or default position;
- The answer is N/A where joint marital property does not exist and separation of property is the default marital property regime.

Rights to moveable and immoveable property

Moveable property is often also called personal property and is defined as the private property that is portable, such as cars or jewelry. Immoveable property is also called real

property and refers to private property that cannot be moved, such as land and buildings.

This sub-topic includes four different questions across two legal transactions. In the data tables, these four questions are condensed into two questions with two possible answers each, one for immovable property and one for moveable property. The questions are as follows:

24a. Do unmarried men and unmarried women have equal ownership rights to moveable property?

- This question is designed to determine whether there are gender based differences over moveable property rights for unmarried men and unmarried women;
- Ownership rights as used here include the ability to manage, control, administer, access, encumber, receive, dispose of and transfer moveable property;
- The answer “No” applies when there are any differences in the treatment of moveable property based on gender for unmarried individuals.

24b. Do unmarried men and unmarried women have equal ownership rights to immovable property?

- This question is designed to determine whether there are gender based differences over immovable property rights for unmarried men and unmarried women;
- Ownership rights as used here include the ability to manage, control, administer, access, encumber, receive, dispose of and transfer immovable property;
- The answer “No” applies when there are any differences in the treatment of immovable property based on gender for unmarried individuals.

25a. Do married men and married women have equal ownership rights to moveable property?

- This question is designed to determine whether there are gender based differences over moveable property rights for married men and married women;
- Ownership rights as used here include the ability to manage, control, administer, access, encumber, receive, dispose of and transfer moveable property;
- The answer to this question is based on whether husbands and wives married under the default property regime have equal ownership rights over moveable property;

- The answer “No” applies when there are any differences in the treatment of moveable property based on gender, and broken down by marital status for married individuals; e.g., if husbands are granted administrative control over moveable marital property and can dispose of it without requiring the wife’s consent the answer would be “No.”

25b. Do married men and married women have equal ownership rights to immovable property?

- This question is designed to determine whether there are gender based differences over immovable property rights for married men and married women;
- Ownership rights as used here include the ability to manage, control, administer, access, encumber, receive, dispose of and transfer immovable property;
- The answer to this question is based on whether husbands and wives married under the default property regime have equal ownership rights over immovable property;
- The answer “No” applies when there are any differences in the treatment of immovable property based on gender, and broken down by marital status for married individuals; e.g., if husbands are granted administrative control over immovable marital property and can dispose of it without requiring the wife’s consent the answer would be “No.”

Inheritance rights

26a. Do sons and daughters have equal inheritance rights to moveable property from their parents?

- This question examines whether there are gender based differences in the rules of intestate succession (that is, in the absence of a written will) for moveable property from parents to children;
- Where there are gender based differences on inheritance for moveable property, the answer is “No.”

26b. Do sons and daughters have equal inheritance rights to immovable property from their parents?

- This question examines whether there are gender based differences in the rules of intestate succession (that is, in the absence of a written will) for immovable property from parents to children;
- Where there are gender based differences on inheritance for immovable property, the answer is “No.”

27a. Do female and male surviving spouses have equal inheritance rights to moveable property?

- This question examines whether both spouses have equal rank and the same rights when it comes to inheriting moveable assets in the absence of a will.

27b. Do female and male surviving spouses have equal inheritance rights to immovable property?

- This question examines whether both spouses have equal rank and rights when it comes to inheriting immovable assets in the absence of a will.

28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?

- This question is designed to determine whether there are gender based differences in distribution of ownership of the marital home in the case of no immediate heirs and in the absence of a will.
- The answer is “Yes,” where either surviving spouse has equal inheritance rights to the marital home regardless of gender;
- The answer is “No,” where there are different inheritance rights to the marital home based on gender;

The data on the number of inequalities regarding moveable property represent the count of the total number of “No” answers in response to the four questions concerning moveable property.

The data on the number of inequalities regarding immovable property represent the count of the total number of “No” answers in response to the four questions concerning immovable property.

Getting a job

Assumptions about 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;
- For purposes of determining the retirement and pensionable ages, the woman is currently 40 years old and started working at the age of 25;
- 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;
- If a question assumes that a woman is pregnant, it is her first pregnancy and a single birth is expected; the pregnancy is without complications;
- For purposes of determining the retirement and pensionable ages, the woman has raised one child only;
- Is an employee in a non-managerial post in the manufacturing sector in a firm of at least 50 employees.

Assumptions about 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;
- For purposes of determining the retirement and pensionable ages, the man is currently 40 years old and started working at the age of 25;
- 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;
- If a question assumes that a man’s wife is pregnant, it is his first child and a single birth is expected; the pregnancy is without complications;
- Is an employee in a non-managerial post in the manufacturing sector in a firm of at least 50 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 getting a job are based on written law and not on collective bargaining agreements; however, the latter are taken into account when the following two conditions are met:

- They cover more than 50% of the work force in manufacturing;
- They apply to individuals who are not party to the original collective bargaining agreement.

Working hours and industry restrictions

This section assumes that the woman gave all the necessary permissions, including written consent.⁷

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

- This question does not factor in night work restrictions on pregnant women or nursing mothers;
- Where the law indicates that regulations may be promulgated by the relevant minister or ministry, restricting women's work at night or overtime work, this is counted as a restriction.

30. Can women work in the same industries as men?

- This question is designed to determine if there are specific industries in which women explicitly or implicitly cannot work, except in limited circumstances. Explicit restrictions are examined regarding women working in such industries as mining; also examined are implicit restrictions stating that women cannot work in "dangerous" or "arduous" conditions. Restrictions on pregnant or working mothers are not included in this question;
- Where the law indicates that regulations may be promulgated by the relevant minister or ministry, restricting women's work in particular industries, this is counted as a restriction.

31. Can pregnant and nursing mothers work the same number of hours as men and other women?⁸

- This question is designed to determine if there are measures in place that limit the working hours of pregnant women and nursing mothers;
- Allowances for time to nurse for nursing mothers are not considered a restriction on the working hours of nursing mothers;
- Prescriptions that women are not allowed to work for a certain period of time before or after giving birth are not considered to be a restriction on the working hours of pregnant women and nursing mothers;
- Where the law indicates that regulations may be promulgated by the relevant minister or ministry, restricting women's work at night, this is counted as a restriction.

Parental benefits

The questions on parental benefits are divided into maternity, paternity and parental benefits. Maternity covers benefits applicable only to the mother, while paternity covers benefits applicable only to the father;⁹ parental covers benefits applicable to both the mother and the father, even if the distribution of those benefits is unequal between the two parents.

32a. Does the government mandate paid or unpaid maternity leave?

- Here maternity leave can be paid or unpaid, as long as the government explicitly mandates some form of maternity leave;
- Maternity leave is defined as a leave available only to the mother; parental leave that is available to both parents is not included in maternity leave;
- 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, provided maternity leave is covered elsewhere under the law.

32b. Does the government mandate paid or unpaid paternity leave?

- Here paternity leave can be paid or unpaid, as long as the government explicitly mandates some form of paternity leave;
- Paternity leave is defined to mean leave that is available only to the father; parental leave that is available to both parents is not included in paternity leave;
- Provisions for circumstantial leave in 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 provided maternity leave is covered elsewhere under the law.

32a. Does the government mandate paid or unpaid parental leave?

- Here parental leave can be paid or unpaid, as long as the government explicitly mandates some form of parental leave shared by both mother and father;

- Allowances for a fixed number of days per year to be applied towards family emergencies, or child-related responsibilities are not considered parental leave; the leave must be contiguous with the birth of the child and maternity or paternity leave.

33a. What is the mandatory minimum length of paid maternity leave (in calendar days)?

- This is the number of days of maternity leave that legally have to be paid by the government, the employer or both;
- Maternity leave is defined to mean leave that is available only to the mother; parental leave that is available to both parents is not included in maternity leave;
- If paid leave not contiguous with the birth of a child is provided, this leave is not considered paid maternity leave, as it can be taken at any point after the birth of the child.

33b. What is the mandatory minimum length of paid paternity leave (in calendar days)?

- This is the number of days of paternity leave that legally have to be paid by the government, the employer or both;
- Paternity leave is defined to mean leave that is available only to the father; parental leave that is available to both parents is not included in paternity leave;
- 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.

33c. What is the mandatory minimum length of paid parental leave (in calendar days)?

- This is the number of days of parental leave that legally have to be paid by the government, the employer or both;
- If the law mandates that the length of parental leave is not a definite amount of time, but rather worded as “until the child reaches a *certain* age,” then the number of maternity leave days is subtracted from the number of parental leave days;
- Parental leave is counted only if it is contiguous with maternity and paternity leaves.

34a. 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 for wages are covered at different stages of maternity leave, a weighted average of this percentage is calculated; weights are proportional to the duration of those stages.

34b. 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 for wages are covered at different stages of paternity leave, a weighted average of this percentage is calculated; weights are proportional to the duration of those stages.

34c. What percentage of wages is paid during parental leave?

- This is the total percentage of wages covered by all sources during paid parental leave.
- Where there is paid parental leave but it is not paid in full, the answer is “partially paid.”

35a. 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 maternity leave benefits, the employer bears the entire cost of the benefits and pays the employee directly;
- Employer contributions to government funds (such as Social Security) that pay maternity benefits are not considered to be employer payments of maternity benefits;
- If the answer is N/A, no paid maternity leave is available.

35b. 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 of the benefits and pays the employee directly.
- Employer contributions to government funds (such as Social Security) that pay paternity benefits are

not considered to be employer payments of paternity benefits;

- If the answer is N/A, no paid paternity leave is available.

35c. Who pays parental leave benefits?

- This question covers whether parental leave benefits are funded by the government, the employer or both; if only the employer funds parental leave benefits, the employer bears the entire cost of the benefits and pays the employee directly;
- Employer contributions to government funds (such as Social Security) that pay parental benefits are not considered to be employer payments of parental benefits;
- If the answer is N/A, no paid parental leave is available.

36a. What is the mandatory minimum length of unpaid maternity leave (in calendar days)?

- This is the number of days of optional unpaid maternity leave that an employer must provide; parental leave that is optional for both parents is not included here;¹⁰
- If leave is provided, but it is not contiguous with the birth, this leave is not considered unpaid maternity leave, as it can be taken at any point after the birth of the child.

36b. What is the mandatory minimum length of unpaid paternity leave (in calendar days)?

- This is the number of days of optional unpaid paternity leave that an employer must provide; parental leave that is optional for both parents is not included here;¹¹
- If a father can take unpaid 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.

37a. Are there laws obligating the employer to give the employee the same job when she returns from maternity leave?

- The question considers paid and unpaid leave and captures whether the employer has a legal obligation to reinstate the returning employee in an equivalent or better pre-leave position and salary;

- Where the maternity leave regime explicitly establishes a suspension of the employee's contract, the answer is assumed to be "Yes;"

- If the answer is N/A, no paid or unpaid maternity leave is available.

37b. Are there laws obligating the employer to give the employee the same job when he returns from paternity leave?

- The question considers paid and unpaid leave and captures whether the employer has a legal obligation to reinstate the returning employee in an equivalent or better pre-leave position and salary;
- Where the paternity leave does not exceed ten working days, the answer is assumed to be "Yes;"
- If the answer is N/A, no paid or unpaid paternity leave is available.

37c. Are there laws obligating the employer to give the employee the same job when she or he returns from parental leave?

- Here we consider paid and unpaid leave; the question captures whether the employer has a legal obligation to reinstate the returning employee in an equivalent or better pre-leave position and salary;
- If the answer is N/A, no paid or unpaid parental leave is available.

38a. Where parental leave exists, what is the minimum amount which only the mother must take (in calendar days)?

- Here parental leave refers to both paid and unpaid leave; the question captures whether there is a minimum number of days which can be taken only by the mother and therefore cannot be shared with the father;
- If the answer is N/A, no paid or unpaid parental leave is available.

38b. Where parental leave exists, what is the minimum amount which only the father must take (in calendar days)?

- Here parental leave refers to both paid and unpaid leave; the question captures whether there is a minimum number of days that can be taken only by

the father and therefore cannot be shared with the mother;

- Example: Parental leave is 120 days; The mother must take 48 days out of 120 and the father must take 10 days out of 120; if neither mother nor father takes the parental leave days designated for them, they will lose those days; parents can decide how to divide the remaining 62 days between them; they can also opt to allocate all 62 days to only one parent;
- If the answer is N/A, no paid or unpaid parental leave is available.

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

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

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

- This question is designed to establish whether legal provisions specifically require firms and employers to provide break time for nursing mothers; such legal requirement may depend on the size of the firm or the proportion of women it employs.

Retirement ages

41a. What is the statutory retirement age for men in the private sector?

- This is the age at which men working in the private sector can retire and receive full benefits;
- The assumption is that the retiree has completed all the necessary qualifications to retire at the retirement age;
- If retirement is not governed by age, but by the number of years worked, year of birth or the number of years in which contributions are made, or if there are transitional provisions increasing or decreasing the retirement age over a period of years, the following assumptions about the worker apply: currently 40 years old and started working at age 25;
- If there is no national law regarding retirement, this question is coded as N/A.

41b. What is the statutory retirement age for women in the private sector?

- This is the age at which women working in the private sector can retire and receive full benefits;
- If retirement is not governed by age, but by the number of years worked, year of birth or the number of years in which contributions are made, or if there are transitional provisions increasing or decreasing the retirement age over a period of years, the following assumptions about the worker apply: currently 40 years old and started working at age 25;
- If there is no national law regarding retirement, this question is coded as N/A.

42a. What is the minimum pensionable age for men in the private sector?

- This is the age at which men can retire and receive pension benefits, even if the benefits are smaller than they would have been at the statutory retirement age; minimum pensionable age is often also called early pensionable age;
- If there is no provision for pensionable age, then it is the same as the retirement age;
- The assumptions about the worker’s age stated under the question concerning statutory retirement age apply here also;
- If there is no national law regarding retirement, this question is coded as N/A.

42b. What is the minimum pensionable age for women in the private sector?

- This is the age at which women can retire and receive pension benefits, even if the benefits are smaller than they would have been at the statutory retirement age; minimum pensionable age is often also called early pensionable age;
- If there is no provision for pensionable age, then it is the same as the retirement age;
- The assumptions about the worker’s age stated under the question concerning statutory retirement age apply here also;
- If there is no national law regarding retirement, this question is coded as N/A.

43. In the private sector, is it mandatory to retire at the statutory retirement age?

- If there is an age after which a person is no longer allowed to work, and that age is the same as the statutory retirement age, then it is mandatory to retire at the statutory retirement age; but if there is an age after which a person is no longer allowed to work, and that age is different from the statutory retirement age, then it is not mandatory to retire at the statutory retirement age;
- If an employer is able to dismiss an employee based on age once the employee reaches the statutory retirement age, the answer to this question will be “Yes;”
- If there is no national law regarding retirement, this question is coded as N/A.

Legal rights in the workplace

44. Are there laws or constitutional provisions mandating equal pay between men and women for equal work?

- This question captures whether employers are legally obliged to pay an equal salary to male and female employees who hold similar positions.

45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?

- This question is designed to determine whether the law specifically prevents and/or penalizes gender based discrimination in accessing employment.

46. Are there laws protecting employees from sexual harassment in the workplace?

- This question is designed to determine whether the labor code or another legal text includes a provision to prevent and/or penalize sexual harassment in the workplace; the prohibition and/or penalization of sexual harassment by the criminal code is not considered here.

47. Is it illegal to ask questions about a prospective employee’s family status during a job interview?

- 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 remain silent as to whether employers are allowed to ask for it in the first place;

- Here, family status means whether the employee is married or not, and whether the employee has any children.

48. Do employees with minor children have any additional legal rights to a flexible or part-time work schedule?

- This question is designed to determine whether the law offers employees with minor children easier access to flexible work schedule arrangements or part-time work in comparison with employees without minor children.

Providing incentives to work

This topic evolved from the earlier sole focus on taxation (called dealing with taxes in the *Women, Business and the Law 2010*) to a broader focus on incentives to work for women. Taxes and the provision of certain public services can make it easier or more difficult for women to participate in the labor force.

Personal income tax

49. Are payments for childcare tax deductible?

- This question is designed to determine whether childcare expenses are listed as deductible items in the personal income tax code; for this purpose, childcare expenses cover the various options: kindergartens or crèches, day-care centers, after-school centers, in-home care, child-minding arrangements.

50. Are there specific tax deductions or tax credits that are applicable only to men?

- This question is designed to determine whether the personal income tax code differentiates between men and women on deductions and credits;
- The answer is “Yes” if the personal income tax code includes a tax deduction or credit which applies only to male taxpayers.

51. Are there specific tax deductions or tax credits that are only applicable to women?

- This question is designed to determine whether the personal income tax code differentiates between men and women as regards deductions and credits;
- The answer is “Yes” if the personal income tax code includes a tax deduction or credit which applies only to female taxpayers.

Childcare and education

52. Does the law mandate compulsory primary education for children?

- This question is designed to determine whether primary or elementary education is made compulsory by the constitution or another legal text.

53. If the law mandates compulsory primary education for children, is it provided free of charge by the state?

- This question is designed to determine whether compulsory primary education is publicly funded.

54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under primary school age?

- For the purpose of this question, childcare may take several forms: kindergartens or crèches, day-care centers, after-school centers, in-home care, child-minding arrangements;
- Public authorities may fund childcare facilities and services; they may also subsidize the use of private childcare facilities and services as well as the hiring of child-minders;
- The answer is “Yes” if the government funds, totally or partially, childcare facilities and services; the answer is also “Yes” if the government subsidizes, totally or partially, the use of private childcare facilities or the hiring of private child-minders.

Building credit

The background information for this indicator comes from the depth of credit information index that forms part of the *Doing Business 2012* getting credit indicator. That index measures rules affecting the scope, accessibility and quality of credit information available through private credit bureaus and public credit registries. It examines six features of private bureaus, public registries or both.

High-income economies are not included in the sample here, because microfinance institutions are far more prevalent in developing economies. In addition, traditional bank financing is, for the most part, widely available to women in high-income economies, making microfinance providers less critical to women’s quest for capital. Two questions that could potentially have a large impact on women’s ability to build credit were examined in detail.

55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?

- 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 0 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.

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

- For the purposes of this question, it is sufficient that any one private credit bureau or public credit registry in the economy in question collects information from microfinance institutions;
- If the answer is N/A, the economy in question is high-income;
- If the economy in question has no operational credit bureau or registry, or if these entities collect information for less than 0.1% of the adult population, the entities are treated as not collecting information from microfinance institutions.

Going to court

Assumptions about 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 question assumes that the woman (or man) is married, the marriage is monogamous and it is registered with the authorities;
- Where the question assumes that 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 countries where legal plurality exists—the answer used will be one applicable to the majority of the population.¹²

The answers to the questions below are based on codified law and not the implementation or practice of that law. Therefore customary law is not taken into account unless the customary law has been codified.

This topic assesses both indirect and direct differentiation in the law regarding women’s access to the judicial system. The first two questions examine small claim courts which can have a potentially significant impact on a woman’s ability to go to court. The last three examine the value of a woman’s testimony relative to man’s and a woman’s ability to initiate legal proceedings in a court of law.

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

- Small claims courts have limited jurisdiction and hear civil cases between private litigants involving relatively small amounts of money; though the names of such courts vary by jurisdiction, they share features that generally include relaxed rules of civil procedure, the appearance of adversaries without legal representation, the use of plain language and relaxed evidentiary rules. Fast-track procedures for small claims or simplified procedural rules for small claims operate in a similar way but function under the auspices of another court;
- If the answer is “Yes,” there is either a small claims court or a fast-track procedure for claims of small value.

58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?

- 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 applicable to civil cases was used;
- If the answer is N/A, the economy in question has no small claims courts or fast-track procedures for claims of a small value.

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

- This question covers all types of court cases.

60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?

- This question covers any type of court case.

61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?

- This question covers any type of court case.

Summary of methodology changes

As footnoted above there were several changes of methodology between *Women, Business and the Law 2010* and *Women, Business and the Law 2012*. For that reason, the data presented on the website were recomputed to match the new methodology. In five of the six topics there were methodology changes:

- Accessing institutions—First, in *Women, Business and the Law 2010*, there were only two questions (one regarding married women and another regarding all women independently of marital status) that summarized the information now included in the 12 questions (1 to 12). The answer to the old question regarding married women is “Yes,” if all 12 new questions on married women are answered as “Yes;” the answer is “No,” if any of the 12 new questions is answered as “No.” Second, three of the items included in the two original questions are no longer included: gender differentiation regarding personal income taxes; gender differentiation regarding property use; and gender differentiation regarding evidentiary weights. Third, the following additional areas were added: gender differentiation regarding bank accounts and gender differentiation in choosing where to live. Fourth, the ability to travel was disaggregated into two separate areas: the ability to travel outside the home and the ability to travel outside the country. Therefore the information presented in these 12 new questions is not sufficient to reconstruct the original two questions. The areas covered in questions 13 to 17 were not addressed in the pilot edition. In the 2012 edition, in cases where the answer differed according to the legal system applicable to the woman in question, the answer used was the one applicable to the majority of the population, whereas in the pilot edition, the most restrictive answer was used. This change in methodology affects both accessing institutions and using property.

- Using property—In *Women, Business and the Law 2010*, there were only two questions summarizing the information now included in four questions (24 to 27) because those two initial questions were further subdivided into moveable and immoveable property and married and unmarried women. Questions 24 and 25 refer to the old question on “Do men and women have equal ownership rights over moveable and immoveable property?” Questions 26 and 27 refer to the old question: “Do men and women have equal inheritance rights over moveable and immoveable property?” This topic now also includes new questions on marital property regime and joint titling.
- Getting a job—An assumption was added, that the woman works in a company in the manufacturing sector employing 50 people or more, in order to ascertain which maternity leave provisions apply. The question: “Can pregnant and nursing mothers work the same hours and in the same industries as men and other women?” now covers only hours and not industries. Parental leave is now excluded from maternity and paternity leave and a new set of questions is included focused solely on parental leave. New assumptions on the age of the worker and the number of years of work resulted in changes in the computation of retirement and pensionable ages. It is now assumed that the worker is 40 years old and

began working at 25, whereas it was assumed earlier that the worker was already old enough to retire.

- Providing incentives to work—This topic used to be called “dealing with taxes,” thus covering only tax regulations. The topic was expanded to include questions regarding education and childcare. From the pilot edition, only the explicit gender differentiation questions on personal income tax were retained.
- Going to court—In addition to including three new questions on women’s access to justice, the maximum amount for a small claim now refers to civil cases or commercial cases (whichever has a lower threshold). Before, the maximum amount for a small claim only referred to commercial claims.

Economy characteristics

Gross national income (GNI) per capita

Women, Business and the Law uses 2010 income per capita as published in the World Bank’s *World Development Indicators 2011*. Income is calculated using the Atlas method (current U.S. dollars). For cost indicators expressed as a percentage of income per capita, 2010 GNI per capita in local currency units is used as the denominator. GNI data were not available from the World Bank for Canada, Islamic Republic of Iran, Kuwait, Oman, Puerto Rico, territory of

TABLE 5.1 COVERAGE BY REGION

Region	Number of economies	Names of economies
East Asia & Pacific	14	Cambodia; China; Fiji; Hong Kong SAR, China; Indonesia; Lao PDR; Malaysia; Mongolia; Papua New Guinea; Philippines; Singapore; Taiwan, China; Thailand; 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
High-income: OECD	30	Australia; Austria; Belgium; Canada; 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
Latin America & Caribbean	20	Argentina; Bolivia; Brazil; Chile; Colombia; Costa Rica; Dominican Republic; Ecuador; El Salvador; Guatemala; Honduras; Jamaica; Mexico; Nicaragua; Panama; Paraguay; Peru; Puerto Rico (U.S.); Uruguay; Venezuela, RB
Middle East & North Africa	14	Algeria; Egypt, Arab Rep.; Iran, Islamic Rep.; Jordan; Kuwait; Lebanon; Morocco; Oman; Syrian Arab Republic; Tunisia; Saudi Arabia; United Arab Emirates; West Bank and Gaza; Yemen, Rep.
South Asia	5	Bangladesh; India; Nepal; Pakistan; Sri Lanka
Sub-Saharan Africa	35	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; Senegal; South Africa; Sudan; Tanzania; Togo; Uganda; Zambia; Zimbabwe

the United States; Taiwan, China and Zimbabwe. In those cases the GDP data from the World Economic Outlook (April 2011) were used.

Regional and income groups

Women, Business and the Law uses the World Bank's regional and income group classifications, available at: <http://www.worldbank.org/data/countryclass>. Economies covered in this report are listed in table 5.1.

Population and female labor force participation rate

Women, Business and the Law uses midyear 2010 population data as published in the World Bank's *World Development Indicators 2011*. That publication was also used to obtain data on the female labor force participation rate, as a percentage of female population age 15–64.

ENDNOTES

- 1 There are 61 different questions, subdivided into 91 individual questions.
- 2 This is a change from the methodology in *Women Business and the Law 2010*, where the most restrictive group was used.

3 This is a change in methodology from *Women Business and the Law 2010*.

4 This is a change in methodology from *Women Business and the Law 2010*.

5 This is a change from the methodology in *Women Business and the Law 2010*, where the most restrictive group was used.

6 Case law systems consist of laws developed by judges through decisions of courts, rather than through legislative statutes (Acts) or executive branch action (Decrees), creating binding precedent for future decisions.

7 This is a change in methodology from *Women Business and the Law 2010*.

8 This is a change in methodology from *Women Business and the Law 2010*; in the previous edition industry restrictions were also analyzed.

9 This is a change in methodology from *Women Business and the Law 2010*.

10 This is a change in methodology from *Women Business and the Law 2010*.

11 This is a change in methodology from *Women Business and the Law 2010*.

12 This is a change from the methodology in *Women Business and the Law 2010*, where the most restrictive group was used.

Economy Tables



Economy Tables

	Albania	Algeria	Angola	
ECONOMY CHARACTERISTICS				
Region	Europe & Central Asia	Middle East & North Africa	Sub-Saharan Africa	
Income level	Upper middle income	Upper middle income	Lower middle income	
Female population	1,597,982	17,279,668	9,379,419	
Female labor force participation	56%	39%	76%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	No	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	1	1
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	N/A	N/A	Yes
12. Are married women required by law to obey their husbands?	No	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	No	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	N/A	Yes
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Partial community of property	Separation of property	Partial community of property	
19. Who legally administers joint marital property?	Both spouses	The original owner	Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	The original owner	Both spouses	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	No	Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	No	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes	No	Yes	
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	No	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	No	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	Yes
Number of inequalities regarding property	0	0	2	2

	Albania			Algeria			Angola		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			No			Yes		
30. Can women work in the same industries as men?	Yes			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	365	0	0	98	3	0	84	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	62%	0%	0%	100%	100%	0%	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	N/A	Government	Employer	N/A	Government	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	Yes	Yes	N/A	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			No			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			No			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	65		55	60		60	60
42. What is the minimum pensionable age in the private sector?		57	62		55	60		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			Yes			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			Yes		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			No			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			612%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			No			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			No			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			N/A			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Argentina	Armenia	Australia
ECONOMY CHARACTERISTICS			
Region	Latin America & Caribbean	Europe & Central Asia	High income: OECD
Income level	Upper middle income	Lower middle income	High income
Female population	20,521,892	1,645,985	11,000,762
Female labor force participation	58%	69%	70%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	N/A
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	No
15. Does the constitution guarantee equality before the law?	Yes	Yes	No
16. Are either customary or personal law valid sources of law under the constitution?	No	No	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	N/A
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Partial community of property	Partial community of property	Separation of property
19. Who legally administers joint marital property?	Other	Both spouses	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	The original owner
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	No
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0

	Argentina			Armenia			Australia		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	No	Yes	No	No	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	90	2	0	140	0	955	0	0	126
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	100%	0%	Partially Paid	0%	0%	Partially Paid
35. Who pays maternity/paternity/parental leave benefits?	Government	Employer	N/A	Government	N/A	Government	N/A	N/A	Government
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	90	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	Yes	N/A	No	N/A	N/A	Yes
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	65		63	63		67	67
42. What is the minimum pensionable age in the private sector?		60	65		62.5	63		67	67
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			No			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			Yes		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	1%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			Yes			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	15%			N/A			21%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Austria		Azerbaijan		Bangladesh	
ECONOMY CHARACTERISTICS						
Region	High income: OECD		Europe & Central Asia		South Asia	
Income level	High income		Upper middle income		Low income	
Female population	4,285,477		4,489,346		80,188,598	
Female labor force participation	68%		65%		62%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	No
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0	0	1
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes		N/A		No	
12. Are married women required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		No	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No		Yes		Yes	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No		No		Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A		N/A		Yes	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Deferred full or partial community of property		Partial community of property		Separation of property	
19. Who legally administers joint marital property?	Other		Both spouses		Other	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Other		Both spouses		The original owner	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		Yes		No	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No		Yes		No	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes	No	No
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes	No	No
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		No	
Number of inequalities regarding property	0	0	0	0	2	2

	Austria			Azerbaijan			Bangladesh		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			No			Yes		
30. Can women work in the same industries as men?	Yes			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			No			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	112	0	674	126	0	969	112	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	Partially paid	100%	0%	Partially paid	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	Government	Government	N/A	Government	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		14	14		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	No	Yes	Yes	Yes	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		60	60		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			No		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		65	65		57.5	62.5		N/A	N/A
42. What is the minimum pensionable age in the private sector?		62	62		52	57		N/A	N/A
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			N/A	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	Yes			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			No			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	1%			0%			109%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			N/A			54%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Belarus	Belgium	Benin	
ECONOMY CHARACTERISTICS				
Region	Europe & Central Asia	High income: OECD	Sub-Saharan Africa	
Income level	Upper middle income	High income	Low income	
Female population	5,169,924	5,505,059	4,425,874	
Female labor force participation	68%	61%	69%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	No
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	No
Number of inequalities in accessing institutions	0	0	0	2
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	N/A	N/A	No	
12. Are married women required by law to obey their husbands?	No	No	No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No	No	Yes	
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No	No	Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	Yes	
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Partial community of property	Partial community of property	Separation of property	
19. Who legally administers joint marital property?	Both spouses	Other	The original owner	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	The original owner	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	No	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	No	
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0	0

	Belarus			Belgium			Benin			
GETTING A JOB										
<i>Working hours and industry restrictions</i>										
29. Can women work the same night hours as men?		Yes			Yes			Yes		
30. Can women work in the same industries as men?		No			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?		No			No			No		
<i>Parental benefits</i>										
		<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?		Yes	No	Yes	Yes	Yes	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?		126	0	969	105	10	90	98	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?		100%	0%	Partially paid	76%	87.4%	Partially paid	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?		Government	N/A	Government	Government	Employer and government	Government	Employer and government	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?		0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?		Yes	N/A	Yes	Yes	Yes	Yes	No	N/A	N/A
			<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?			0	0		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?			Yes			Yes			Yes	
40. Are employers required to provide break time for nursing mothers?			Yes			Yes			Yes	
<i>Retirement and pensions</i>										
			<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?			55	60		65	65		60	60
42. What is the minimum pensionable age in the private sector?			55	60		60	60		55	55
43. In the private sector, is it mandatory to retire at the statutory retirement age?			No			No			No	
<i>Legal rights in the workplace</i>										
44. Are there laws or constitutional provisions mandating equal pay for equal work?			Yes			Yes			Yes	
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?			Yes			Yes			Yes	
46. Are there laws protecting employees from sexual harassment in the workplace?			No			Yes			No	
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?			No			No			No	
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?			Yes			Yes			No	
PROVIDING INCENTIVES TO WORK										
<i>Personal income tax</i>										
49. Are payments for childcare tax deductible?			No			Yes			No	
50. Are there specific tax deductions or tax credits that are applicable only to men?			No			No			No	
51. Are there specific tax deductions or tax credits that are applicable only to women?			No			No			No	
<i>Childcare and education</i>										
52. Does the law mandate compulsory primary education for children?			Yes			Yes			Yes	
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?			Yes			Yes			Yes	
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?			Yes			Yes			Yes	
BUILDING CREDIT										
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?			0%			1%			1402%	
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?			No			N/A			No	
GOING TO COURT										
57. Is there a small claims court or a fast track procedure for small claims?			Yes			Yes			No	
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?			21%			6%			N/A	
59. Does a woman's testimony carry the same evidentiary weight in court as a man's?			Yes			Yes			Yes	
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?			No			No			No	
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?			No			No			No	

Economy Tables

	Bolivia	Bosnia and Herzegovina	Botswana	
ECONOMY CHARACTERISTICS				
Region	Latin America & Caribbean	Europe & Central Asia	Sub-Saharan Africa	
Income level	Lower middle income	Upper middle income	Upper middle income	
Female population	4,944,789	1,954,240	975,601	
Female labor force participation	64%	66%	76%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	No
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	1
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes	Yes
12. Are married women required by law to obey their husbands?	No	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes	No
15. Does the constitution guarantee equality before the law?	Yes	No	No	Yes
16. Are either customary or personal law valid sources of law under the constitution?	Yes	No	No	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	Yes	N/A	N/A	No
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Partial community of property	Partial community of property	Separation of property	Separation of property
19. Who legally administers joint marital property?	Both spouses	Both spouses	The original owner	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	The original owner	The original owner
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	No	No	No
<i>Rights over moveable and immoveable property</i>				
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0	0

	Bolivia			Bosnia and Herzegovina			Botswana		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			Yes			Yes		
30. Can women work in the same industries as men?	No			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	0	0	365	7	0	84	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	81%	0%	0%	60%	..	0%	25%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	N/A	Government	..	N/A	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	N/A	Yes	Yes	N/A	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		57	58		65	65		65	65
42. What is the minimum pensionable age in the private sector?		49	55		55	60		65	65
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			Yes			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			No		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			No		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			N/A		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			Yes			..		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			44%			20%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Brazil	Bulgaria	Burkina Faso
ECONOMY CHARACTERISTICS			
Region	Latin America & Caribbean	Europe & Central Asia	Sub-Saharan Africa
Income level	Upper middle income	Upper middle income	Low income
Female population	98,327,796	3,917,769	7,886,815
Female labor force participation	64%	62%	80%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i> <i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes Yes
Number of inequalities in accessing institutions	0	0	0 0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	N/A	Yes
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	Yes
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Partial community of property	Partial community of property	Partial community of property
19. Who legally administers joint marital property?	Both spouses	Both spouses	Both spouses
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	Yes
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i> <i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0 0

	Brazil			Bulgaria			Burkina Faso		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			No			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	120	5	0	410	15	320	98	3	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	90%	90%	Partially paid	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	Employer	N/A	Government	Government	Government	Employer and government	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	Yes	Yes	Yes	No	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	65		60	63		56	56
42. What is the minimum pensionable age in the private sector?		48	53		60	63		56	56
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			Yes			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	Yes			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			Yes		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			1866%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	177%			N/A			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Burundi	Cambodia	Cameroon	
ECONOMY CHARACTERISTICS				
Region	Sub-Saharan Africa	East Asia & Pacific	Sub-Saharan Africa	
Income level	Low income	Low income	Lower middle income	
Female population	4,233,339	7,560,611	9,762,894	
Female labor force participation	92%	76%	55%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	No
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	No
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No	Yes	No
8. Can a woman confer citizenship on her children in the same way as a man?	No	No	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	No
Number of inequalities in accessing institutions	1	2	0	4
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No	Yes	No	No
12. Are married women required by law to obey their husbands?	No	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	No	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	N/A	N/A
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Full community of property	Partial community of property	Partial community of property	
19. Who legally administers joint marital property?	Both spouses	Both spouses	Other	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	No	
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	No
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	Yes
Number of inequalities regarding property	2	2	0	1

	Burundi			Cambodia			Cameroon		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	Yes			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	No	No	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	4	0	90	0	0	98	3	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	50%	0%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer and government	Employer	N/A	Employer	N/A	N/A	Government	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	Yes	N/A	No	N/A	N/A	Yes	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?		Yes			Yes			Yes	
40. Are employers required to provide break time for nursing mothers?		Yes			Yes			Yes	
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		55	55		60	60
42. What is the minimum pensionable age in the private sector?		60	60		55	55		50	50
43. In the private sector, is it mandatory to retire at the statutory retirement age?		Yes			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?		Yes			Yes			Yes	
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?		Yes			Yes			No	
46. Are there laws protecting employees from sexual harassment in the workplace?		No			Yes			No	
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?		No			No			No	
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?		No			No			No	
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?		No			No			No	
50. Are there specific tax deductions or tax credits that are applicable only to men?		No			No			No	
51. Are there specific tax deductions or tax credits that are applicable only to women?		No			No			No	
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?		Yes			Yes			Yes	
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?		Yes			Yes			Yes	
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?		No			Yes			Yes	
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?		471%			N/A			0%	
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?		No			No			No	
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?		No			Yes			No	
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?		N/A			31%			N/A	
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?		Yes			Yes			Yes	
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?		No			No			No	
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?		No			No			No	

Economy Tables

	Canada	Chad	Chile
ECONOMY CHARACTERISTICS			
Region	High income: OECD	Sub-Saharan Africa	Latin America & Caribbean
Income level	High income	Low income	Upper middle income
Female population	17,032,916	5,636,619	8,577,146
Female labor force participation	75%	64%	47%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	No
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	Yes	Yes	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	Yes	Yes	N/A
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Partial community of property	Partial community of property	Partial community of property
19. Who legally administers joint marital property?	Both spouses	Both spouses	Other
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	No	Yes	Yes
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	No
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes
Number of inequalities regarding property	0	0	1

	Canada			Chad			Chile		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			No			Yes		
30. Can women work in the same industries as men?	Yes			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	Yes	Yes	Yes	No	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	105	0	245	98	0	0	126	5	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	55%	0%	Partially paid	50%	0%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	Government	Government	N/A	N/A	Government	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	14	0		0	1		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	Yes	Yes	Yes	N/A	Yes	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	No			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		65	65		60	60		60	65
42. What is the minimum pensionable age in the private sector?		55	55		55	55		No min. age	No min. age
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	Yes			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	Yes			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			No			Yes		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	53%			N/A			7%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	China	Colombia	Congo, Dem. Rep.	
ECONOMY CHARACTERISTICS				
Region	East Asia & Pacific	Latin America & Caribbean	Sub-Saharan Africa	
Income level	Upper middle income	Upper middle income	Low income	
Female population	640,470,752	23,184,174	33,302,748	
Female labor force participation	74%	44%	58%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	No
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	No
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	No
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	No
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	No
Number of inequalities in accessing institutions	0	0	0	6
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	N/A	Yes	Yes	
12. Are married women required by law to obey their husbands?	No	No	Yes	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No	Yes	Yes	
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No	Yes	Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	Yes	No	
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Partial community of property	Deferred full or partial community of property	Partial community of property	
19. Who legally administers joint marital property?	Both spouses	Other	Other	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	No	Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	No	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes	N/A	Yes	
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	No
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	Yes
Number of inequalities regarding property	0	0	1	1

	China			Colombia			Congo, Dem. Rep.		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	No			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			No			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	Yes	No	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	90	3	0	84	10	0	98	2	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	..	0%	100%	100%	0%	67%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer and government	..	N/A	Government	Government	N/A	Employer	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	..		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	No	Yes	N/A	Yes	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		50	60		55	60		60	65
42. What is the minimum pensionable age in the private sector?		50	60		55	60		60	65
43. In the private sector, is it mandatory to retire at the statutory retirement age?		Yes			No			Yes	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			Yes			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			N/A		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			71%			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			Yes		

Economy Tables

	Congo, Rep.		Costa Rica		Côte d'Ivoire	
ECONOMY CHARACTERISTICS						
Region	Sub-Saharan Africa		Latin America & Caribbean		Sub-Saharan Africa	
Income level	Lower middle income		Upper middle income		Lower middle income	
Female population	1,844,727		2,253,464		10,341,636	
Female labor force participation	63%		49%		52%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	No
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No	Yes	Yes	Yes	No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	No	Yes	Yes	Yes	No
Number of inequalities in accessing institutions	0	2	0	0	0	3
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		Yes		Yes	
12. Are married women required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		No		Yes	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Partial community of property		Deferred full or partial community of property		Partial community of property	
19. Who legally administers joint marital property?	Other		Other		Other	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses		Other		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes		No		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes		No		Yes	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	No	No	Yes	Yes	No	No
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		Yes	
Number of inequalities regarding property	1	1	0	0	1	1

	Congo, Rep.			Costa Rica			Côte d'Ivoire		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			No			Yes		
30. Can women work in the same industries as men?	No			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	No	No	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	105	0	0	120	0	0	98	2	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer and government	N/A	N/A	Employer and government	N/A	N/A	Government	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	N/A	Yes	N/A	N/A	Yes	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	No			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		65	65		60	62		55	55
42. What is the minimum pensionable age in the private sector?		60	60		60	62		50	50
43. In the private sector, is it mandatory to retire at the statutory retirement age?		Yes			No			Yes	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			Yes		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			Yes		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			No		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			N/A		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			2004%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			No			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			N/A			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Croatia		Czech Republic		Denmark	
ECONOMY CHARACTERISTICS						
Region	Europe & Central Asia		High income: OECD		High income: OECD	
Income level	High income		High income		High income	
Female population	2,296,779		5,342,242		2,788,499	
Female labor force participation	59%		61%		77%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes		Yes		Yes	
12. Are married women required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		No		No	
15. Does the constitution guarantee equality before the law?	Yes		Yes		No	
16. Are either customary or personal law valid sources of law under the constitution?	No		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Partial community of property		Partial community of property		Deferred full or partial community of property	
19. Who legally administers joint marital property?	Both spouses		Both spouses		Other	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses		Both spouses		Other	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes		Yes		No	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes		Yes		No	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		Yes	
Number of inequalities regarding property	0	0	0	0	0	0

	Croatia			Czech Republic			Denmark		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			No			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	182.5	0	182.5	196	0	899	126	14	224
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	Partially paid	70%	0%	Partially paid	50%	36%	Partially paid
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	Government	Government	N/A	Government	Employer and government	Government	Government
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	182.5	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	No	Yes	N/A	No	Yes	Yes	Yes
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		0	0		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	65		65	65		67	67
42. What is the minimum pensionable age in the private sector?		55	60		62	62		67	67
43. In the private sector, is it mandatory to retire at the statutory retirement age?		Yes			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			Yes			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			N/A			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	69%			N/A			16%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Dominican Republic		Ecuador		Egypt, Arab Rep.	
ECONOMY CHARACTERISTICS						
Region	Latin America & Caribbean		Latin America & Caribbean		Middle East & North Africa	
Income level	Upper middle income		Upper middle income		Lower middle income	
Female population	5,021,294		6,800,213		41,256,936	
Female labor force participation	55%		48%		24%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	No
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes	..	No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0	0	2
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes		Yes		No	
12. Are married women required by law to obey their husbands?	No		No		Yes	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		No	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		Yes		No	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No		Yes		Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A		Yes		No	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Partial community of property		Partial community of property		Separation of property	
19. Who legally administers joint marital property?	Both spouses		Other		The original owner	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses		Both spouses		The original owner	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes		Yes		No	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		No	
23. If joint titling exists for married couples, is it the default for marital property?	Yes		Yes		No	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	No	No	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes	No	No
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes	No	No
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		No	
Number of inequalities regarding property	0	0	1	1	2	2

	Dominican Republic			Ecuador			Egypt, Arab Rep.		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	Yes			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	Yes	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	2	0	84	10	0	90	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	100%	100%	0%	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer and government	Employer	N/A	Employer and government	Employer and government	N/A	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		730	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	No	Yes	N/A	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		60	60		60	60
42. What is the minimum pensionable age in the private sector?		60	60		60	60		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			Yes	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			No			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			N/A			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	El Salvador	Estonia	Ethiopia	
ECONOMY CHARACTERISTICS				
Region	Latin America & Caribbean	High income: OECD	Sub-Saharan Africa	
Income level	Lower middle income	High income	Low income	
Female population	3,255,044	722,310	41,620,670	
Female labor force participation	50%	69%	83%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	N/A	Yes	
12. Are married women required by law to obey their husbands?	No	No	No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes	
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No	No	Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	Yes	
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Deferred full or partial community of property	Partial community of property	Partial community of property	
19. Who legally administers joint marital property?	Both spouses	Both spouses	Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	Yes	
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	
Number of inequalities regarding property	0	0	0	0

	El Salvador			Estonia			Ethiopia		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			No			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	0	0	140	0	955	90	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	Partially paid	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	N/A	Government	N/A	Government	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	10		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	N/A	Yes	Yes	Yes	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	60		62.5	63		N/A	N/A
42. What is the minimum pensionable age in the private sector?		55	60		62.5	63		N/A	N/A
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			N/A	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			Yes			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			Yes			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			No		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			N/A		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			4447%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			N/A			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	85%			20%			111%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Fiji		Finland		France	
ECONOMY CHARACTERISTICS						
Region	East Asia & Pacific		High income: OECD		High income: OECD	
Income level	Lower middle income		High income		High income	
Female population	418,309		2,721,900		32,171,482	
Female labor force participation	40%		74%		66%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	N/A		Yes		Yes	
12. Are married women required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		Yes		No	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Deferred full or partial community of property		Partial community of property	
19. Who legally administers joint marital property?	The original owner		The original owner		Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses		Both spouses		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		No		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No		No		Yes	
<i>Rights over moveable and immoveable property</i>						
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		Yes	
Number of inequalities regarding property	0	0	0	0	0	0

	Fiji			Finland			France		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	No			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	0	0	147	25.2	221.2	112	11	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	17%	0%	0%	25%	25%	Partially paid	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	N/A	N/A	Government	Government	Government	Government	Government	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	No			No			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	55		63	63		60	60
42. What is the minimum pensionable age in the private sector?		55	55		62	62		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			Yes	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			Yes		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			Yes		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			Yes		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	No			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			N/A			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	75%			N/A			13%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Gabon		Georgia		Germany	
ECONOMY CHARACTERISTICS						
Region	Sub-Saharan Africa		Europe & Central Asia		High income: OECD	
Income level	Upper middle income		Lower middle income		High income	
Female population	738,030		2,256,415		41,734,809	
Female labor force participation	72%		59%		71%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	4	0	0	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes		Yes		Yes	
12. Are married women required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		No		Yes	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Partial community of property		Deferred full or partial community of property	
19. Who legally administers joint marital property?	Other		Both spouses		Other	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		Both spouses		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		Yes		No	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		No	
23. If joint titling exists for married couples, is it the default for marital property?	No		Yes		N/A	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		Yes	
Number of inequalities regarding property	0	0	0	0	0	0

	Gabon			Georgia			Germany		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			Yes			Yes		
30. Can women work in the same industries as men?	No			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			No			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	No	Yes	Yes	No	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	98	0	0	126	0	0	98	0	360
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	0%	100%	0%	Partially paid
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	N/A	Government	N/A	N/A	Employer and government	N/A	Government
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		351	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	N/A	No	N/A	No	Yes	N/A	Yes
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?		Yes			No			Yes	
40. Are employers required to provide break time for nursing mothers?		Yes			Yes			Yes	
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		60	65		67	67
42. What is the minimum pensionable age in the private sector?		60	60		60	65		63	63
43. In the private sector, is it mandatory to retire at the statutory retirement age?		Yes			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?		Yes			No			Yes	
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?		Yes			No			Yes	
46. Are there laws protecting employees from sexual harassment in the workplace?		No			No			Yes	
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?		No			No			No	
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?		No			No			No	
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?		No			No			Yes	
50. Are there specific tax deductions or tax credits that are applicable only to men?		No			No			No	
51. Are there specific tax deductions or tax credits that are applicable only to women?		No			No			No	
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?		Yes			Yes			Yes	
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?		Yes			Yes			Yes	
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?		Yes			Yes			Yes	
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?		0%			0%			0%	
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?		No			Yes			N/A	
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?		No			Yes			Yes	
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?		N/A			43%			2%	
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?		Yes			Yes			Yes	
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?		No			No			No	
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?		No			No			No	

Economy Tables

	Ghana		Greece		Guatemala	
ECONOMY CHARACTERISTICS						
Region	Sub-Saharan Africa		High income: OECD		Latin America & Caribbean	
Income level	Lower middle income		High income		Lower middle income	
Female population	11,756,578		5,689,722		7,191,255	
Female labor force participation	75%		55%		50%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		Yes		Yes	
12. Are married women required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		No		No	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes		No		Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No		N/A		Yes	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Deferred full or partial community of property		Partial community of property	
19. Who legally administers joint marital property?	The original owner		Both spouses		Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		Both spouses		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		No		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No		No		Yes	
<i>Rights over moveable and immoveable property</i>						
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		Yes	
Number of inequalities regarding property	0	0	0	0	0	0

	Ghana			Greece			Guatemala		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	Yes	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	0	0	119	3	0	84	2	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	100%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	N/A	N/A	Government	Employer	N/A	Employer and government	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	Yes	Yes	Yes	Yes	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		65	65		60	60
42. What is the minimum pensionable age in the private sector?		55	55		60	60		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			N/A			Yes		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	55%			8%			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Guinea	Honduras	Hong Kong SAR, China
ECONOMY CHARACTERISTICS			
Region	Sub-Saharan Africa	Latin America & Caribbean	East Asia & Pacific
Income level	Low income	Lower middle income	High income
Female population	4,983,868	3,736,180	3,681,308
Female labor force participation	83%	42%	61%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	No	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	No	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	No	Yes
Number of inequalities in accessing institutions	0	4	0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No	No	N/A
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	No
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	N/A
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Separation of property	Deferred full or partial community of property	Separation of property
19. Who legally administers joint marital property?	Other	The original owner	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner	The original owner	Other
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No	No	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	No
23. If joint titling exists for married couples, is it the default for marital property?	No	No	N/A
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No	Yes	Yes
Number of inequalities regarding property	1	1	0

	Guinea			Honduras			Hong Kong SAR, China		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			Yes			Yes		
30. Can women work in the same industries as men?	No			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			No			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	No	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	98	0	0	84	0	0	70	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	0%	80%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer and government	N/A	N/A	Employer and government	N/A	N/A	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	27	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	N/A	Yes	N/A	N/A	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	55		60	65		65	65
42. What is the minimum pensionable age in the private sector?		55	55		60	65		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	No			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	N/A			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			Yes			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			136%			20%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Hungary	Iceland	India
ECONOMY CHARACTERISTICS			
Region	High income: OECD	High income: OECD	South Asia
Income level	High income	High income	Lower middle income
Female population	5,264,785	155,680	558,442,950
Female labor force participation	55%	81%	35%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	1
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	No
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Partial community of property	Deferred full or partial community of property	Separation of property
19. Who legally administers joint marital property?	Both spouses	Both spouses	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	No	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	No	No
<i>Rights over moveable and immoveable property</i>			
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0

	Hungary			Iceland			India		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	No			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	168	5	927	90	90	90	84	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	70%	100%	Partially paid	80%	80%	Partially paid	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	Government	Government	Government	Government	Government	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			No			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		62	62		67	67		58	58
42. What is the minimum pensionable age in the private sector?		62	62		67	67		50	50
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			1%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			N/A			Yes		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	39%			N/A			15%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Indonesia	Iran, Islamic Rep.	Ireland	
ECONOMY CHARACTERISTICS				
Region	East Asia & Pacific	Middle East & North Africa	High income: OECD	
Income level	Lower middle income	Upper middle income	High income	
Female population	115,157,524	35,832,890	2,221,848	
Female labor force participation	53%	33%	64%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No	..	No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	No	No
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	No
Number of inequalities in accessing institutions	0	1	1	7
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes		No	Yes
12. Are married women required by law to obey their husbands?	No		No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	No		No	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No		No	No
15. Does the constitution guarantee equality before the law?	Yes		Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No		Yes	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A		No	N/A
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Partial community of property		Separation of property	Separation of property
19. Who legally administers joint marital property?	Both spouses		The original owner	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses		The original owner	The original owner
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes		No	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		No	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes		No	No
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	No	No
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	No	No
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No	No	No	Yes
Number of inequalities regarding property	2	2	2	2

	Indonesia			Iran, Islamic Rep.			Ireland		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	No	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	90	2	0	90	0	0	182	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	67%	0%	0%	44%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	Employer	N/A	Government	N/A	N/A	Government	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		112	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	Yes	N/A	Yes	N/A	N/A	Yes	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			No			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	55		55	60		65	65
42. What is the minimum pensionable age in the private sector?		55	55		42	50		65	65
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			No			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			No			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	Yes			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			No			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			N/A			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			..			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			1%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			Yes			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			102%			7%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			No			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Israel	Italy	Jamaica
ECONOMY CHARACTERISTICS			
Region	High income: OECD	High income: OECD	Latin America & Caribbean
Income level	High income	High income	Upper middle income
Female population	3,751,303	30,924,416	1,378,385
Female labor force participation	61%	52%	61%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i> <i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes Yes
Number of inequalities in accessing institutions	0	0	0 0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No	No	No
15. Does the constitution guarantee equality before the law?	No	Yes	No
16. Are either customary or personal law valid sources of law under the constitution?	Yes	No	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No	N/A	N/A
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Deferred full or partial community of property	Partial community of property	Separation of property
19. Who legally administers joint marital property?	Both spouses	Both spouses	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No	Yes	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	No	Yes	No
<i>Rights over moveable and immoveable property</i>			
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i> <i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0 0

	Israel			Italy			Jamaica		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	No			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			No			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	Yes	Yes	No	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	98	0	0	150	0	300	56	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	80%	0%	Partially paid	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	N/A	Government	N/A	Government	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		28	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	No	Yes	N/A	Yes	Yes	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		62	67		60	65		60	65
42. What is the minimum pensionable age in the private sector?		62	67		60	62		60	65
43. In the private sector, is it mandatory to retire at the statutory retirement age?		Yes			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			Yes			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	Yes			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			No		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			N/A		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			N/A		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			N/A			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	29%			20%			12%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Japan	Jordan	Kazakhstan
ECONOMY CHARACTERISTICS			
Region	High income: OECD	Middle East & North Africa	Europe & Central Asia
Income level	High income	Upper middle income	Upper middle income
Female population	65,423,535	2,899,126	8,321,421
Female labor force participation	62%	25%	73%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	No	Yes
12. Are married women jointly required by law to obey their husbands?	No	Yes	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	No	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	No	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	Yes	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	No	N/A
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Other	Separation of property	Partial community of property
19. Who legally administers joint marital property?	Both spouses	The original owner	Both spouses
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Other	Other	Both spouses
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	No	Yes
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	No	Yes
23. If joint titling exists for married couples, is it the default for marital property?	No	No	Yes
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	No	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	No	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	No	Yes
Number of inequalities regarding property	0	2	0

	Japan			Jordan			Kazakhstan		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			No			Yes		
30. Can women work in the same industries as men?	No			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	Yes	Yes	No	No	Yes	No	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	98	0	327	70	0	0	126	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	60%	0%	Partially paid	100%	0%	0%	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	Government	Employer	N/A	N/A	Employer and government	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	No	Yes	N/A	N/A	Yes	N/A	Yes
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		N/A	N/A		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		65	65		55	60		58	63
42. What is the minimum pensionable age in the private sector?		60	60		50	50		58	63
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			No			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			Yes		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	Yes			No			Yes		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			613%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			Yes			Yes		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	15%			N/A			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Kenya	Korea, Rep.	Kosovo	
ECONOMY CHARACTERISTICS				
Region	Sub-Saharan Africa	High income: OECD	Europe & Central Asia	
Income level	Low income	High income	Lower middle income	
Female population	19,906,741	24,610,134	..	
Female labor force participation	78%	55%	..	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes	Yes
12. Are married women required by law to obey their husbands?	No	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	Yes	No	No	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No	N/A	N/A	N/A
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Separation of property	Partial community of property	Partial community of property	
19. Who legally administers joint marital property?	The original owner	Both spouses	Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No	Yes	Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No	Yes	Yes	
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0	0

	Kenya			Korea, Rep.			Kosovo		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	No			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	90	14	0	90	0	0	270	2	3
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	100%	0%	0%	63%	100%	100%
35. Who pays maternity/paternity/parental leave benefits?	Employer	Employer	N/A	Employer and government	N/A	N/A	Employer and government	Employer	Employer
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	3		90	14	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	Yes	Yes	Yes	Yes	Yes	Yes
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	No			Yes			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	55		60	60		65	65
42. What is the minimum pensionable age in the private sector?		55	55		55	55		65	65
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			Yes			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			Yes			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			No			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			N/A			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	83%			83%			21%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Kuwait		Kyrgyz Republic		Lao PDR	
ECONOMY CHARACTERISTICS						
Region	Middle East & North Africa		Europe & Central Asia		East Asia & Pacific	
Income level	High income		Low income		Lower middle income	
Female population	1,130,792		2,695,741		3,166,950	
Female labor force participation	47%		59%		81%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	No	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	..	No	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	No	No	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	..	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	2	3	0	0	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		Yes		N/A	
12. Are married women jointly required by law to obey their husbands?	..		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	No		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No		Yes		No	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Partial community of property		Partial community of property	
19. Who legally administers joint marital property?	The original owner		Both spouses		Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		Both spouses		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		Yes		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	No		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	N/A		Yes		Yes	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No		Yes		Yes	
Number of inequalities regarding property	2	2	0	0	0	0

	Kuwait			Kyrgyz Republic			Lao PDR		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			Yes			Yes		
30. Can women work in the same industries as men?	No			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	70	0	0	126	0	0	90	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	46%	0%	0%	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	N/A	N/A	Employer and government	N/A	N/A	Employer and government	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	5		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	N/A	Yes	Yes	Yes	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	55		58	63		55	60
42. What is the minimum pensionable age in the private sector?		50	55		58	63		55	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		..			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			No			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			No			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			Yes			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			N/A		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	38%			N/A			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	No			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Latvia	Lebanon	Lesotho	
ECONOMY CHARACTERISTICS				
Region	Europe & Central Asia	Middle East & North Africa	Sub-Saharan Africa	
Income level	Upper middle income	Upper middle income	Lower middle income	
Female population	1,215,763	2,155,641	1,091,316	
Female labor force participation	70%	25%	72%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	..	..
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	..	No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	No	No
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	1	1
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	No	No	No
12. Are married women jointly required by law to obey their husbands?	No	Yes	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	No	Yes	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No	No	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	Yes	Yes	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	No	No	No
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Other	Separation of property	Partial community of property	Partial community of property
19. Who legally administers joint marital property?	Both spouses	The original owner	Both spouses	Both spouses
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Other	The original owner	Both spouses	Both spouses
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No	No	Yes	Yes
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	No	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	No	No	Yes	Yes
<i>Rights over moveable and immoveable property</i>				
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	No	No
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	No	No
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	No	Yes
Number of inequalities regarding property	0	0	2	2

	Latvia			Lebanon			Lesotho		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	Yes	Yes	No	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	112	10	547.5	49	0	0	0	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	80%	80%	Partially paid	100%	0%	0%	0%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	Government	Government	Employer	N/A	N/A	N/A	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		84	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	Yes	No	N/A	N/A	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			No			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		62	62		64	64		70	70
42. What is the minimum pensionable age in the private sector?		62	62		60	60		70	70
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	Yes			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	Yes			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			Yes			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			No			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			N/A		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			705%			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Liberia		Lithuania		Macedonia, FYR	
ECONOMY CHARACTERISTICS						
Region	Sub-Saharan Africa		Europe & Central Asia		Europe & Central Asia	
Income level	Low income		Upper middle income		Upper middle income	
Female population	1,989,788		1,776,824		1,022,502	
Female labor force participation	69%		65%		51%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes		Yes		Yes	
12. Are married women required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		Yes		Yes	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	Yes		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Partial community of property		Partial community of property	
19. Who legally administers joint marital property?	The original owner		Both spouses		Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		Both spouses		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		Yes		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No		Yes		Yes	
<i>Rights over moveable and immoveable property</i>						
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		Yes	
Number of inequalities regarding property	0	0	0	0	0	0

	Liberia			Lithuania			Macedonia, FYR		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	Yes			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	90	0	0	126	30	730	270	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	100%	Partially paid	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	N/A	N/A	Government	Government	Government	Government	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	Yes	Yes	Yes	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	No			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		60	62.5		62	64
42. What is the minimum pensionable age in the private sector?		60	60		60	62.5		62	64
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			Yes	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			N/A			89%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Madagascar	Malawi	Malaysia	
ECONOMY CHARACTERISTICS				
Region	Sub-Saharan Africa	Sub-Saharan Africa	East Asia & Pacific	
Income level	Low income	Low income	Upper middle income	
Female population	9,853,789	7,678,652	13,521,196	
Female labor force participation	86%	74%	47%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	No	Yes	No
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	2	1	1
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No	No	No	No
12. Are married women required by law to obey their husbands?	No	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	Yes	Yes	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	Yes	No	No
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Partial community of property	Separation of property	Separation of property	Separation of property
19. Who legally administers joint marital property?	Both spouses	The original owner	The original owner	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	The original owner	The original owner	The original owner
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	No	No	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	No	No	No
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	..
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	..	No
Number of inequalities regarding property	0	0	0	0

	Madagascar			Malawi			Malaysia		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			Yes			No		
30. Can women work in the same industries as men?	No			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	No	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	98	0	0	56	0	0	60	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	0%	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer and government	N/A	N/A	Employer	N/A	N/A	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	Yes	N/A	N/A	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			No			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	60		N/A	N/A		55	55
42. What is the minimum pensionable age in the private sector?		55	60		N/A	N/A		55	55
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			N/A			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			No		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			Yes		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			No			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			N/A			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			No			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	N/A			N/A			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			No			Yes		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			N/A			19%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			No		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Mali		Mauritania		Mauritius	
ECONOMY CHARACTERISTICS						
Region	Sub-Saharan Africa		Sub-Saharan Africa		Sub-Saharan Africa	
Income level	Low income		Lower middle income		Upper middle income	
Female population	6,585,763		1,622,094		643,400	
Female labor force participation	39%		61%		45%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	No	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No	Yes	No	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	No	No	No	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	4	1	3	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		No		Yes	
12. Are married women required by law to obey their husbands?	Yes		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		No		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		Yes		Yes	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No		Yes		Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A		No		No	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Separation of property		Partial community of property	
19. Who legally administers joint marital property?	Other		The original owner		Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		The original owner		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		No		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No		No		Yes	
<i>Rights over moveable and immoveable property</i>						
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	No	No	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	No	No	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No		No		Yes	
Number of inequalities regarding property	2	2	2	2	0	0

	Mali			Mauritania			Mauritius		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			No			Yes		
30. Can women work in the same industries as men?	No			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	No	No	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	98	3	0	98	0	0	84	5	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	100%	0%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	Employer	N/A	Government	N/A	N/A	Employer	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	Yes	N/A	N/A	No	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		58	58		55	60		65	65
42. What is the minimum pensionable age in the private sector?		53	53		55	60		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			Yes			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			No			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			..			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			No			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	1742%			167%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			No			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			N/A			11%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			..			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Mexico	Moldova	Mongolia
ECONOMY CHARACTERISTICS			
Region	Latin America & Caribbean	Europe & Central Asia	East Asia & Pacific
Income level	Upper middle income	Lower middle income	Lower middle income
Female population	54,529,395	1,891,895	1,349,981
Female labor force participation	46%	53%	71%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	N/A
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	N/A
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Partial community of property	Partial community of property	Other
19. Who legally administers joint marital property?	Both spouses	Both spouses	Other
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Other	Both spouses	Other
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	Yes
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0

	Mexico			Moldova			Mongolia		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			No			Yes		
30. Can women work in the same industries as men?	Yes			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			No			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	No	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	0	0	126	0	969	120	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	Partially paid	70%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	N/A	Government	N/A	Government	Government	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	N/A	Yes	N/A	No	Yes	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?		No			Yes			Yes	
40. Are employers required to provide break time for nursing mothers?		Yes			Yes			Yes	
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		65	65		57	62		55	60
42. What is the minimum pensionable age in the private sector?		65	65		57	62		55	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?		Yes			Yes			Yes	
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?		Yes			Yes			Yes	
46. Are there laws protecting employees from sexual harassment in the workplace?		No			No			Yes	
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?		No			Yes			Yes	
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?		No			Yes			No	
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?		No			No			No	
50. Are there specific tax deductions or tax credits that are applicable only to men?		No			No			No	
51. Are there specific tax deductions or tax credits that are applicable only to women?		No			No			No	
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?		Yes			Yes			Yes	
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?		Yes			Yes			Yes	
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?		Yes			Yes			Yes	
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?		0%			0%			0%	
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?		Yes			No			Yes	
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?		Yes			No			No	
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?		168%			N/A			N/A	
59. Does a woman's testimony carry the same evidentiary weight in court as a man's?		Yes			Yes			Yes	
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?		No			No			No	
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?		No			No			No	

Economy Tables

	Montenegro	Morocco	Mozambique	
ECONOMY CHARACTERISTICS				
Region	Europe & Central Asia	Middle East & North Africa	Sub-Saharan Africa	
Income level	Upper middle income	Lower middle income	Low income	
Female population	317,411	16,280,426	11,759,717	
Female labor force participation	..	28%	86%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	No	No
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	1	1
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	No	Yes	
12. Are married women required by law to obey their husbands?	No	No	No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No	No	Yes	
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No	No	Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	Yes	
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Partial community of property	Separation of property	Partial community of property	
19. Who legally administers joint marital property?	Both spouses	The original owner	Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	The original owner	Both spouses	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	No	Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	No	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes	No	Yes	
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	No	Yes	
Number of inequalities regarding property	0	0	2	2

	Montenegro			Morocco			Mozambique		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			No			Yes		
30. Can women work in the same industries as men?	No			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	Yes	Yes	Yes	No	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	365	0	0	98	3	0	60	1	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	67%	100%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer and government	N/A	N/A	Government	Government	N/A	Government	Government	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		90	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	No	Yes	Yes	N/A	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	65		60	60		55	60
42. What is the minimum pensionable age in the private sector?		60	65		60	60		55	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			Yes			Yes	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	Yes			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	Yes			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			Yes			Yes		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	10%			4%			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Namibia		Nepal		Netherlands	
ECONOMY CHARACTERISTICS						
Region	Sub-Saharan Africa		South Asia		High income: OECD	
Income level	Upper middle income		Low income		High income	
Female population	1,100,788		14,762,830		8,337,386	
Female labor force participation	54%		66%		74%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	..	..	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	No	No	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	1	1	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes		No		Yes	
12. Are married women jointly required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		..		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		Yes		Yes	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	Yes		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Full community of property		Separation of property		Full community of property	
19. Who legally administers joint marital property?	Both spouses		The Original Owner		Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses		Other		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes		No		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes		Yes		Yes	
<i>Rights over moveable and immoveable property</i>						
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	No	No	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	No	No	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		Yes	
Number of inequalities regarding property	0	0	2	2	0	0

	Namibia			Nepal			Netherlands		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			No			Yes		
30. Can women work in the same industries as men?	Yes			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	No	No	Yes	Yes	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	0	0	52	0	0	112	2	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	N/A	Employer	N/A	N/A	Government	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	26	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	No	N/A	N/A	Yes	Yes	Yes
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			No			Yes		
40. Are employers required to provide break time for nursing mothers?	No			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		N/A	N/A		65	65
42. What is the minimum pensionable age in the private sector?		60	60		N/A	N/A		65	65
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			Yes			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			No			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			6319%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			No			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			N/A			14%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	New Zealand	Nicaragua	Niger
ECONOMY CHARACTERISTICS			
Region	High income: OECD	Latin America & Caribbean	Sub-Saharan Africa
Income level	High income	Lower middle income	Low income
Female population	2,184,101	2,899,447	7,632,975
Female labor force participation	72%	50%	39%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes No
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes No
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes No
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes No
Number of inequalities in accessing institutions	0	0	0 5
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	No
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	No	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	Yes
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Partial community of property	Separation of property	..
19. Who legally administers joint marital property?	Both spouses	The original owner	..
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	The original owner	..
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	No	..
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	..
23. If joint titling exists for married couples, is it the default for marital property?	Yes	No	..
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	.. ..
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	.. ..
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	.. ..
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	..
Number of inequalities regarding property	0	0	0 0

	New Zealand			Nicaragua			Niger		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			No			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	Yes	Yes	No	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	98	0	0	84	0	0	98	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	0%	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	N/A	Employer and government	N/A	N/A	Employer and government	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	14		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	Yes	Yes	N/A	N/A	Yes	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		65	65		60	60		60	60
42. What is the minimum pensionable age in the private sector?		65	65		60	60		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	Yes			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			2921%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	34%			N/A			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Nigeria		Norway		Oman	
ECONOMY CHARACTERISTICS						
Region	Sub-Saharan Africa		High income: OECD		Middle East & North Africa	
Income level	Lower middle income		High income		High income	
Female population	77,181,389		2,427,435		1,240,252	
Female labor force participation	40%		76%		27%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	No
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	..	..
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	No	No
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes	..	No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	No	No
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	..	..
Number of inequalities in accessing institutions	0	0	0	0	2	4
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		Yes		No	
12. Are married women required by law to obey their husbands?	No		No		..	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		No	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		No		Yes	
15. Does the constitution guarantee equality before the law?	Yes		No		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes		No		Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No		N/A		No	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Deferred full or partial community of property		Separation of property	
19. Who legally administers joint marital property?	The original owner		Other		The original owner	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		Both spouses		The original owner	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		No		No	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		No		No	
23. If joint titling exists for married couples, is it the default for marital property?	No		N/A		N/A	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes	No	No
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes	No	No
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes		Yes		No	
Number of inequalities regarding property	0	0	0	0	2	2

	Nigeria			Norway			Oman		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			Yes			No		
30. Can women work in the same industries as men?	No			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	No	No	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	0	0	0	0	322	42	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	50%	0%	0%	0%	0%	100%	75%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	N/A	N/A	N/A	N/A	Government	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	N/A	N/A	Yes	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		63	70		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		50	50		67	67		55	60
42. What is the minimum pensionable age in the private sector?		50	50		62	62		45	45
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			No		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			Yes			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			Yes			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			No		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			N/A		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	N/A			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			N/A			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			24%			204%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			No		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Pakistan	Panama	Papua New Guinea
ECONOMY CHARACTERISTICS			
Region	South Asia	Latin America & Caribbean	East Asia & Pacific
Income level	Lower middle income	Upper middle income	Lower middle income
Female population	82,322,108	1,712,652	3,310,803
Female labor force participation	22%	53%	73%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	
1. Can a woman apply for a passport in the same way as a man?	Yes	No	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	No	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	No	Yes
Number of inequalities in accessing institutions	0	3	0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No	Yes	N/A
12. Are married women required by law to obey their husbands?	Yes	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	No	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	Yes	No	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	Yes	N/A	No
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Separation of property	Deferred full or partial community of property	Separation of property
19. Who legally administers joint marital property?	The original owner	Other	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner	Other	The original owner
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No	No	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	No	Yes
23. If joint titling exists for married couples, is it the default for marital property?	No	N/A	No
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No	Yes	Yes
Number of inequalities regarding property	2	2	0

	Pakistan			Panama			Papua New Guinea		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			Yes			No		
30. Can women work in the same industries as men?	No			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			No			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	No	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	0	0	98	0	0	0	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	0%	0%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	N/A	N/A	Employer and government	N/A	N/A	N/A	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		42	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	Yes	N/A	N/A	Yes	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	No			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	60		57	62		55	55
42. What is the minimum pensionable age in the private sector?		50	55		55	60		55	55
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	No			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			No			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			..		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			Yes			Yes		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	114%			N/A			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	No			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Paraguay	Peru	Philippines
ECONOMY CHARACTERISTICS			
Region	Latin America & Caribbean	Latin America & Caribbean	East Asia & Pacific
Income level	Lower middle income	Upper middle income	Lower middle income
Female population	3,143,681	14,547,410	45,655,338
Female labor force participation	59%	62%	51%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i> <i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes Yes
Number of inequalities in accessing institutions	0	0	0 0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	N/A	N/A	Yes
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	No
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	Yes	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	Yes	Yes
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Partial community of property	Partial community of property	Full community of property
19. Who legally administers joint marital property?	Both spouses	Both spouses	Other
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	Yes
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i> <i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	No No
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes
Number of inequalities regarding property	0	0	1 1

	Paraguay			Peru			Philippines		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	Yes			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	Yes	No	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	63	2	0	90	4	0	60	7	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	50%	100%	0%	100%	100%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	Employer	N/A	Government	Employer	N/A	Government	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	21	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	No	Yes	N/A	Yes	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		65	65		65	65
42. What is the minimum pensionable age in the private sector?		55	55		65	65		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			Yes	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			No			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			No			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			N/A			104%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Poland	Portugal	Puerto Rico (U.S.)
ECONOMY CHARACTERISTICS			
Region	High income: OECD	High income: OECD	Latin America & Caribbean
Income level	High income	High income	High income
Female population	19,748,483	5,483,693	2,064,874
Female labor force participation	56%	69%	43%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i> <i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes Yes
Number of inequalities in accessing institutions	0	0	0 0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	N/A
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Partial community of property	Partial community of property	Partial community of property
19. Who legally administers joint marital property?	Both spouses	Both spouses	Both spouses
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	Yes
<i>Rights over moveable and immoveable property</i>			
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i> <i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0 0

	Poland			Portugal			Puerto Rico (U.S.)		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	No			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	Yes	No	No	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	140	7	0	0	0	120	56	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	0%	0%	100%	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	Government	N/A	N/A	N/A	Government	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	Yes	N/A	N/A	Yes	Yes	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		48	10		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	65		65	65		67	67
42. What is the minimum pensionable age in the private sector?		60	65		65	65		62	62
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			Yes			Yes		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	Yes			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			Yes			Yes		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			N/A			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	28%			32%			87%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Romania	Russian Federation	Rwanda	
ECONOMY CHARACTERISTICS				
Region	Europe & Central Asia	Europe & Central Asia	Sub-Saharan Africa	
Income level	Upper middle income	Upper middle income	Low income	
Female population	11,038,961	76,302,388	5,155,517	
Female labor force participation	54%	69%	88%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	No
Number of inequalities in accessing institutions	0	0	0	2
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes	Yes
12. Are married women jointly required by law to obey their husbands?	No	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	No	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	N/A	Yes
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Partial community of property	Partial community of property	Full community of property	
19. Who legally administers joint marital property?	Both spouses	Both spouses	Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	Both spouses	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	Yes	
<i>Rights over moveable and immoveable property</i>				
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0	0

	Romania			Russian Federation			Rwanda		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			No			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	126	15	604	140	0	955	84	4	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	90%	100%	Partially paid	100%	0%	Partially paid	60%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer and government	Employer	Government	Government	N/A	Government	Employer	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	Yes	Yes	N/A	Yes	Yes	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		58.9	62.9		55	60		55	55
42. What is the minimum pensionable age in the private sector?		58.9	62.9		55	60		55	55
43. In the private sector, is it mandatory to retire at the statutory retirement age?	Yes			No			No		
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			Yes			Yes		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	8%			16%			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Saudi Arabia		Senegal		Serbia	
ECONOMY CHARACTERISTICS						
Region	Middle East & North Africa		Sub-Saharan Africa		Europe & Central Asia	
Income level	High income		Lower middle income		Upper middle income	
Female population	11,375,213		6,319,898		3,698,317	
Female labor force participation	22%		66%		..	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	No	No	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	No	No	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	..	No	Yes	No	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	No	No	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	No	Yes	No	Yes	Yes
Number of inequalities in accessing institutions	3	6	0	2	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		No		Yes	
12. Are married women required by law to obey their husbands?	Yes		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	No		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No		Yes		Yes	
15. Does the constitution guarantee equality before the law?	No		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Separation of property		Partial community of property	
19. Who legally administers joint marital property?	The original owner		The original owner		Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		The original owner		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		No		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No		No		Yes	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	No	No	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	No	No	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No		No		Yes	
Number of inequalities regarding property	2	2	2	2	0	0

	Saudi Arabia			Senegal			Serbia		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			No			Yes		
30. Can women work in the same industries as men?	No			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			No			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	No	No	Yes	No	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	70	1	0	98	0	0	135	0	230
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	100%	0%	0%	100%	0%	100%
35. Who pays maternity/paternity/parental leave benefits?	Employer	Employer	N/A	Employer and government	N/A	N/A	Government	N/A	Government
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	Yes	N/A	Yes	N/A	N/A	No	N/A	No
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?		Yes			Yes			Yes	
40. Are employers required to provide break time for nursing mothers?		Yes			Yes			No	
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	60		60	60		60	65
42. What is the minimum pensionable age in the private sector?		55	50		53	53		60	65
43. In the private sector, is it mandatory to retire at the statutory retirement age?		Yes			Yes			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?		No			Yes			Yes	
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?		No			No			Yes	
46. Are there laws protecting employees from sexual harassment in the workplace?		No			No			Yes	
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?		No			No			Yes	
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?		No			No			No	
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?		No			No			No	
50. Are there specific tax deductions or tax credits that are applicable only to men?		No			No			No	
51. Are there specific tax deductions or tax credits that are applicable only to women?		No			No			No	
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?		No			Yes			Yes	
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?		N/A			Yes			Yes	
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?		No			Yes			Yes	
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?		0%			2030%			0%	
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?		N/A			No			Yes	
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?		Yes			No			Yes	
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?		31%			N/A			2398%	
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?		No			Yes			Yes	
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?		No			No			No	
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?		No			No			No	

Economy Tables

	Singapore	Slovak Republic	Slovenia	
ECONOMY CHARACTERISTICS				
Region	East Asia & Pacific	High income: OECD	High income: OECD	
Income level	High income	High income	High income	
Female population	2,481,551	2,789,798	1,045,250	
Female labor force participation	60%	62%	67%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes	Yes
12. Are married women required by law to obey their husbands?	No	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No	Yes	Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	Yes	No	No	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No	N/A	N/A	N/A
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Other	Partial community of property	Partial community of property	
19. Who legally administers joint marital property?	The original owner	Both spouses	Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner	Both spouses	Both spouses	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No	Yes	Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No	Yes	Yes	
<i>Rights over moveable and immoveable property</i>				
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0	0

	Singapore			Slovak Republic			Slovenia		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	Yes			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	112	0	0	196	0	899	105	15	260
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	55%	0%	Partially paid	100%	100%	100%
35. Who pays maternity/paternity/parental leave benefits?	Employer and government	N/A	N/A	Government	N/A	Government	Government	Government	Government
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	196		0	75	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	Yes	Yes	Yes	No	No	No
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	No			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		62	62		62	62		60.3	63
42. What is the minimum pensionable age in the private sector?		62	62		60	60		60.3	63
43. In the private sector, is it mandatory to retire at the statutory retirement age?		Yes			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			Yes			Yes		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			Yes		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	Yes			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			3%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			N/A			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	18%			4%			12%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	South Africa	Spain	Sri Lanka	
ECONOMY CHARACTERISTICS				
Region	Sub-Saharan Africa	High income: OECD	South Asia	
Income level	Upper middle income	High income	Lower middle income	
Female population	25,004,235	23,297,952	10,305,473	
Female labor force participation	51%	63%	38%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0	0
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes	
12. Are married women required by law to obey their husbands?	No	No	No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes	
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes	
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes	No	Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	Yes	N/A	No	
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Full community of property	Partial community of property	Separation of property	
19. Who legally administers joint marital property?	Both spouses	Both spouses	The original owner	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	The original owner	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	No	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	No	
<i>Rights over moveable and immoveable property</i>				
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes	
Number of inequalities regarding property	0	0	0	0

	South Africa			Spain			Sri Lanka		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	Yes			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	120	3	0	112	13	0	84	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	39%	100%	0%	100%	100%	0%	86%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	Employer	N/A	Government	Government	N/A	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	Yes	Yes	Yes	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	No			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		N/A	N/A		65	65		50	55
42. What is the minimum pensionable age in the private sector?		N/A	N/A		65	65		50	55
43. In the private sector, is it mandatory to retire at the statutory retirement age?		N/A			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	No			Yes			No		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			Yes			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			Yes			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	No			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			N/A			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	23%			26%			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Sudan		Sweden		Switzerland	
ECONOMY CHARACTERISTICS						
Region	Sub-Saharan Africa		High income: OECD		High income: OECD	
Income level	Lower middle income		High income		High income	
Female population	20,987,087		4,685,890		3,955,074	
Female labor force participation	32%		77%		76%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	No	No	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	No	No	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	2	6	0	0	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		Yes		Yes	
12. Are married women required by law to obey their husbands?	Yes		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	No		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes		Yes		Yes	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Deferred full or partial community of property		Deferred full or partial community of property	
19. Who legally administers joint marital property?	The original owner		The original owner		The original owner	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		The original owner		The original owner	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		No		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	No		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	N/A		No		Yes	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No		Yes		Yes	
Number of inequalities regarding property	2	2	0	0	0	0

	Sudan			Sweden			Switzerland		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			Yes			Yes		
30. Can women work in the same industries as men?	No			Yes			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	Yes	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	56	0	0	0	10	480	98	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	0%	80%	Partially paid	80%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	N/A	N/A	N/A	Government	Government	Government	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		98	0		14	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	Yes	Yes	Yes	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		60	60		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	No			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		65	65		64	65
42. What is the minimum pensionable age in the private sector?		50	50		61	61		62	63
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			Yes		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	N/A			0%			1%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			N/A			N/A		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			6%			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	No			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Syrian Arab Republic		Taiwan, China		Tajikistan	
ECONOMY CHARACTERISTICS						
Region	Middle East & North Africa		East Asia & Pacific		Europe & Central Asia	
Income level	Lower middle income		High income		Low income	
Female population	10,446,717		..		3,519,962	
Female labor force participation	22%		..		60%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	No	No	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	1	4	0	0	0	0
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		Yes		Yes	
12. Are married women required by law to obey their husbands?	Yes		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	No		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No		Yes		Yes	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	Yes		No		No	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No		N/A		N/A	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Deferred full or partial community of property		Partial community of property	
19. Who legally administers joint marital property?	The original owner		The original owner		Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		Both spouses		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		No		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No		No		Yes	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No		Yes		Yes	
Number of inequalities regarding property	2	2	0	0	0	0

	Syrian Arab Republic			Taiwan, China			Tajikistan		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			No			No		
30. Can women work in the same industries as men?	No			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	Yes	Yes	Yes	No	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	120	0	0	56	2	180	140	0	407.5
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	100%	Partially paid	100%	0%	Partially paid
35. Who pays maternity/paternity/parental leave benefits?	Employer	N/A	N/A	Employer	Employer	Government	Government	N/A	Government
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		547.5	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	No	Yes	No	Yes	N/A	No
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		0	0		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			No		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		65	65		58	63
42. What is the minimum pensionable age in the private sector?		60	60		60	60		58	63
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			Yes			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			Yes			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			N/A		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			N/A			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			17%			116%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	No			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Tanzania		Thailand		Togo	
ECONOMY CHARACTERISTICS						
Region	Sub-Saharan Africa		East Asia & Pacific		Sub-Saharan Africa	
Income level	Low income		Upper middle income		Low income	
Female population	21,932,411		34,436,085		3,342,196	
Female labor force participation	89%		70%		65%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	No	Yes	Yes	Yes	No
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	No
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes	Yes	No
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	No	No
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	Yes	No
Number of inequalities in accessing institutions	0	1	0	0	1	5
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		No		No	
12. Are married women required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	No		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No		Yes		No	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No		No		Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A		N/A		Yes	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Partial community of property		Separation of property	
19. Who legally administers joint marital property?	The original owner		Both spouses		Other	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses		Both spouses		The original owner	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		Yes		No	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No		Yes		No	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	No	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No		Yes		Yes	
Number of inequalities regarding property	1	2	0	0	0	0

	Tanzania			Thailand			Togo		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			No			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	No	No	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	84	3	0	90	0	0	98	2	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	75%	0%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	Employer	N/A	Employer and government	N/A	N/A	Employer and government	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	No	N/A	N/A	Yes	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			No			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		55	55		60	60
42. What is the minimum pensionable age in the private sector?		55	55		55	55		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			No			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			Yes			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			No			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	N/A			0%			2422%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			211%			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Tunisia		Turkey		Uganda	
ECONOMY CHARACTERISTICS						
Region	Middle East & North Africa		Europe & Central Asia		Sub-Saharan Africa	
Income level	Upper middle income		Upper middle income		Low income	
Female population	5,186,151		37,236,294		16,327,208	
Female labor force participation	28%		26%		81%	
ACCESSING INSTITUTIONS						
<i>Rights of married and unmarried women</i>						
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes	Yes	No
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	..	No	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	No	Yes	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	2	0	0	0	1
<i>Division of responsibility within marriage</i>						
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		Yes		Yes	
12. Are married women required by law to obey their husbands?	No		No		No	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes		Yes		Yes	
<i>Constitutional rights</i>						
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No		Yes		Yes	
15. Does the constitution guarantee equality before the law?	Yes		Yes		Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No		No		Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A		N/A		Yes	
USING PROPERTY						
<i>Marital property regime</i>						
18. What is the default marital property regime?	Separation of property		Partial community of property		Partial community of property	
19. Who legally administers joint marital property?	The original owner		Both spouses		Both spouses	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		Both spouses		Both spouses	
<i>Joint titling</i>						
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		Yes		Yes	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes		Yes	
23. If joint titling exists for married couples, is it the default for marital property?	No		Yes		No	
<i>Rights over moveable and immovable property</i>						
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>						
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	Yes	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	Yes	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No		Yes		Yes	
Number of inequalities regarding property	2	2	0	0	0	0

	Tunisia			Turkey			Uganda		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			No			Yes		
30. Can women work in the same industries as men?	No			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			No			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	No	No	Yes	Yes	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	30	1	0	112	0	0	60	4	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	67%	100%	0%	66%	0%	0%	100%	100%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	Government	N/A	Government	N/A	N/A	Employer	Employer	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		180	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	Yes	N/A	No	N/A	N/A	Yes	Yes	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			No		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		60	60		58	60		55	55
42. What is the minimum pensionable age in the private sector?		50	50		58	60		50	50
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	No			Yes			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	No			Yes			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			No			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			No			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	Yes			No			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			Yes			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	122%			54%			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Ukraine	United Arab Emirates	United Kingdom
ECONOMY CHARACTERISTICS			
Region	Europe & Central Asia	Middle East & North Africa	High income: OECD
Income level	Lower middle income	High income	High income
Female population	24,793,614	1,505,353	31,502,178
Female labor force participation	62%	43%	69%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	No	Yes
12. Are married women jointly required by law to obey their husbands?	No	Yes	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	No	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	No	No
15. Does the constitution guarantee equality before the law?	Yes	Yes	No
16. Are either customary or personal law valid sources of law under the constitution?	No	Yes	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	No	N/A
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Partial community of property	Separation of property	Separation of property
19. Who legally administers joint marital property?	Both spouses	The original owner	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	The original owner	The original owner
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	No	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	No	No
<i>Rights over moveable and immoveable property</i>			
	<i>Moveable</i>	<i>Immoveable</i>	
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	No	Yes
Number of inequalities regarding property	0	0	0

	Ukraine			United Arab Emirates			United Kingdom		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			No			Yes		
30. Can women work in the same industries as men?	No			No			Yes		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	Yes	Yes	No	No	Yes	Yes	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	126	0	969	45	0	0	273	14	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	Partially paid	100%	0%	0%	28%	17%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	N/A	Government	Employer	N/A	N/A	Employer and government	Employer and government	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		91	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	N/A	Yes	No	N/A	N/A	Yes	Yes	Yes
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		N/A	N/A		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?		Yes			No			Yes	
40. Are employers required to provide break time for nursing mothers?		Yes			Yes			No	
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	60		60	60		65	65
42. What is the minimum pensionable age in the private sector?		55	60		50	50		67	67
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?		Yes			Yes			Yes	
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?		Yes			No			Yes	
46. Are there laws protecting employees from sexual harassment in the workplace?		No			No			Yes	
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?		No			No			No	
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?		Yes			No			Yes	
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?		No			No			Yes	
50. Are there specific tax deductions or tax credits that are applicable only to men?		No			No			No	
51. Are there specific tax deductions or tax credits that are applicable only to women?		No			No			No	
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?		Yes			Yes			Yes	
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?		Yes			Yes			Yes	
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?		Yes			No			Yes	
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?		0%			0%			0%	
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?		No			N/A			N/A	
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?		No			Yes			Yes	
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?		N/A			42%			21%	
59. Does a woman's testimony carry the same evidentiary weight in court as a man's?		Yes			No			Yes	
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?		No			No			No	
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?		No			No			No	

Economy Tables

	United States	Uruguay	Uzbekistan
ECONOMY CHARACTERISTICS			
Region	High income: OECD	Latin America & Caribbean	Europe & Central Asia
Income level	High income	Upper middle income	Lower middle income
Female population	155,538,084	1,730,815	13,964,211
Female labor force participation	68%	66%	62%
ACCESSING INSTITUTIONS			
<i>Rights of married and unmarried women</i>			
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes
Number of inequalities in accessing institutions	0	0	0
<i>Division of responsibility within marriage</i>			
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	Yes
12. Are married women required by law to obey their husbands?	No	No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	Yes
<i>Constitutional rights</i>			
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No	No	Yes
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	No	No	No
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	N/A
USING PROPERTY			
<i>Marital property regime</i>			
18. What is the default marital property regime?	Other	Partial community of property	Partial community of property
19. Who legally administers joint marital property?	Both spouses	Both spouses	Both spouses
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Other	Both spouses	Both spouses
<i>Joint titling</i>			
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	Yes
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	Yes
<i>Rights over moveable and immovable property</i>			
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes
<i>Inheritance rights</i>			
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	Yes
Number of inequalities regarding property	0	0	0

	United States			Uruguay			Uzbekistan		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			Yes		
30. Can women work in the same industries as men?	Yes			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			Yes			Yes		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	No	No	Yes	Yes	Yes	No	Yes	No	Yes
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	0	0	0	84	3	0	126	0	604
34. What percentage of wages is paid during maternity/paternity/parental leave?	0%	0%	0%	100%	100%	0%	100%	0%	Partially paid
35. Who pays maternity/paternity/parental leave benefits?	N/A	N/A	N/A	Government	Employer	N/A	Government	N/A	Employer
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	N/A	N/A	Yes	Yes	Yes	N/A	Yes	N/A	No
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		0	0		N/A	N/A		0	0
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		67	67		60	60		55	60
42. What is the minimum pensionable age in the private sector?		62	62		60	60		55	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			Yes	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			No		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			No			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			Yes			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	Yes			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			Yes		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	Yes			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			Yes		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	N/A			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			No		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	11%			N/A			N/A		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Venezuela, RB	Vietnam	West Bank and Gaza	
ECONOMY CHARACTERISTICS				
Region	Latin America & Caribbean	East Asia & Pacific	Middle East & North Africa	
Income level	Upper middle income	Lower middle income	Lower middle income	
Female population	14,135,121	44,171,280	1,985,745	
Female labor force participation	55%	74%	17%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Yes	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	Yes	Yes	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	No
Number of inequalities in accessing institutions	0	0	1	2
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	Yes	Yes	No	
12. Are married women required by law to obey their husbands?	No	No	Yes	
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes	Yes	No	
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	Yes	Yes	Yes	
15. Does the constitution guarantee equality before the law?	Yes	Yes	Yes	
16. Are either customary or personal law valid sources of law under the constitution?	No	No	Yes	
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	N/A	N/A	No	
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Partial community of property	Partial community of property	Separation of property	
19. Who legally administers joint marital property?	Both spouses	Both spouses	The original owner	
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	Both spouses	Both spouses	The original owner	
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	Yes	Yes	No	
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes	Yes	Yes	
23. If joint titling exists for married couples, is it the default for marital property?	Yes	Yes	No	
<i>Rights over moveable and immovable property</i>				
	<i>Moveable</i>	<i>Immovable</i>	<i>Moveable</i>	<i>Immovable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	Yes	Yes	No	No
27. Do female and male surviving spouses have equal inheritance rights to property?	Yes	Yes	No	No
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	Yes	Yes	No	No
Number of inequalities regarding property	0	0	2	2

	Venezuela, RB			Vietnam			West Bank and Gaza		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	Yes			Yes			No		
30. Can women work in the same industries as men?	Yes			No			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	Yes			No			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	Yes	No	Yes	No	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	126	14	0	120	0	0	70	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	100%	0%	100%	0%	0%	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Government	Government	N/A	Government	N/A	N/A	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	Yes	Yes	N/A	Yes	N/A	N/A	No	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			Yes			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	60		55	60		N/A	N/A
42. What is the minimum pensionable age in the private sector?		55	60		55	60		N/A	N/A
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			N/A	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			Yes			No		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			Yes			No		
46. Are there laws protecting employees from sexual harassment in the workplace?	Yes			No			No		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	Yes			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	N/A			0%			0%		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			No			Yes		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	Yes			No			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	656%			N/A			169%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	Yes			Yes			No		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

Economy Tables

	Yemen, Rep.	Zambia	Zimbabwe	
ECONOMY CHARACTERISTICS				
Region	Middle East & North Africa	Sub-Saharan Africa	Sub-Saharan Africa	
Income level	Lower middle income	Lower middle income	Low income	
Female population	11,657,434	6,482,671	6,468,171	
Female labor force participation	21%	60%	61%	
ACCESSING INSTITUTIONS				
<i>Rights of married and unmarried women</i>				
	<i>Unmarried</i>	<i>Married</i>	<i>Unmarried</i>	<i>Married</i>
1. Can a woman apply for a passport in the same way as a man?	Yes	No	Yes	Yes
2. Can a woman travel outside the country in the same way as a man?	..	..	Yes	Yes
3. Can a woman travel outside her home in the same way as a man?	Yes	No	Yes	Yes
4. Can a woman get a job or pursue a trade or profession in the same way as a man?	Yes	Yes	Yes	Yes
5. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
6. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
7. Can a woman be "head of household" or "head of family" in the same way as a man?	..	..	Yes	Yes
8. Can a woman confer citizenship on her children in the same way as a man?	No	No	Yes	Yes
9. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
10. Can a woman choose where to live in the same way as a man?	..	No	Yes	Yes
Number of inequalities in accessing institutions	1	4	0	0
<i>Division of responsibility within marriage</i>				
11. Can a woman convey citizenship to her non-national spouse in the same way as a man?	No		N/A	Yes
12. Are married women jointly required by law to obey their husbands?	Yes		No	No
13. Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	No		Yes	Yes
<i>Constitutional rights</i>				
14. Is there a non-discrimination clause covering gender or sex in the constitution?	No		Yes	Yes
15. Does the constitution guarantee equality before the law?	Yes		Yes	Yes
16. Are either customary or personal law valid sources of law under the constitution?	Yes		Yes	Yes
17. If either customary or personal law are valid sources of law, are they considered invalid if they violate constitutional provisions on nondiscrimination or equality?	No		No	Yes
USING PROPERTY				
<i>Marital property regime</i>				
18. What is the default marital property regime?	Separation of property		Separation of property	Separation of property
19. Who legally administers joint marital property?	The original owner		The original owner	The original owner
20. In the case of dissolution of the marriage, who is entitled to ownership of the marital home?	The original owner		The original owner	The original owner
<i>Joint titling</i>				
21. For property acquired during the course of a marriage, is there a legal presumption of joint ownership between the husband and the wife?	No		No	No
22. Does joint titling of major assets (such as land or the marital home) exist for married couples?	Yes		Yes	Yes
23. If joint titling exists for married couples, is it the default for marital property?	No		No	No
<i>Rights over moveable and immoveable property</i>				
	<i>Moveable</i>	<i>Immoveable</i>	<i>Moveable</i>	<i>Immoveable</i>
24. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes
25. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	Yes
<i>Inheritance rights</i>				
26. Do sons and daughters have equal inheritance rights to property from their parents?	No	No	Yes	Yes
27. Do female and male surviving spouses have equal inheritance rights to property?	No	No	Yes	Yes
28. In the case of the death of one of the spouses, does the surviving spouse, regardless of gender, have equal inheritance rights to the marital home?	No	No	Yes	Yes
Number of inequalities regarding property	2	2	0	0

	Yemen, Rep.			Zambia			Zimbabwe		
GETTING A JOB									
<i>Working hours and industry restrictions</i>									
29. Can women work the same night hours as men?	No			Yes			No		
30. Can women work in the same industries as men?	No			Yes			No		
31. Can pregnant women and nursing mothers work the same number of hours as men and other women?	No			Yes			No		
<i>Parental benefits</i>									
	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>	<i>Maternity</i>	<i>Paternity</i>	<i>Parental</i>
32. Does the law mandate paid or unpaid maternity/paternity/parental leave?	Yes	No	No	Yes	No	No	Yes	No	No
33. What is the mandatory minimum length of paid maternity/paternity/parental leave (in calendar days)?	60	0	0	84	0	0	98	0	0
34. What percentage of wages is paid during maternity/paternity/parental leave?	100%	0%	0%	100%	0%	0%	100%	0%	0%
35. Who pays maternity/paternity/parental leave benefits?	Employer	N/A	N/A	Employer	N/A	N/A	Employer	N/A	N/A
36. What is the mandatory minimum length of unpaid maternity/paternity leave (in calendar days)?	0	0		0	0		0	0	
37. Are there laws obligating the employer to give the employee the same job when she/he returns from maternity/paternity/parental leave?	No	N/A	N/A	Yes	N/A	N/A	Yes	N/A	N/A
		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>		<i>Mother</i>	<i>Father</i>
38. Where parental leave exists, what is the minimum number of days which must be taken by either the mother or the father (in calendar days)?		N/A	N/A		N/A	N/A		N/A	N/A
39. Are there laws penalizing or preventing the dismissal of pregnant women?	Yes			Yes			Yes		
40. Are employers required to provide break time for nursing mothers?	Yes			No			Yes		
<i>Retirement and pensions</i>									
		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>		<i>Woman</i>	<i>Man</i>
41. What is the statutory retirement age in the private sector?		55	60		55	55		60	60
42. What is the minimum pensionable age in the private sector?		46	50		50	50		60	60
43. In the private sector, is it mandatory to retire at the statutory retirement age?		No			No			No	
<i>Legal rights in the workplace</i>									
44. Are there laws or constitutional provisions mandating equal pay for equal work?	Yes			No			Yes		
45. Are there laws mandating nondiscrimination in hiring practices on the basis of gender?	Yes			No			Yes		
46. Are there laws protecting employees from sexual harassment in the workplace?	No			No			Yes		
47. Is it illegal to ask questions about a prospective employee's family status during a job interview?	No			No			No		
48. Do employees with minor children have any additional legal rights to a flexible or a part-time work schedule?	No			No			No		
PROVIDING INCENTIVES TO WORK									
<i>Personal income tax</i>									
49. Are payments for childcare tax deductible?	No			No			No		
50. Are there specific tax deductions or tax credits that are applicable only to men?	No			No			No		
51. Are there specific tax deductions or tax credits that are applicable only to women?	No			No			No		
<i>Childcare and education</i>									
52. Does the law mandate compulsory primary education for children?	Yes			Yes			Yes		
53. If the law does mandate compulsory primary education for children, is it provided by the state for free?	Yes			Yes			Yes		
54. Are there laws establishing the public provision of childcare, or does the state subsidize childcare for children under the age of primary education?	No			Yes			No		
BUILDING CREDIT									
55. What is the minimum loan amount covered in the private credit bureau or public credit registry (as a percentage of income per capita)?	0%			0%			N/A		
56. Do microfinance institutions provide information to private credit bureaus or public credit registries?	No			Yes			No		
GOING TO COURT									
57. Is there a small claims court or a fast track procedure for small claims?	No			Yes			Yes		
58. If so, what is the maximum amount for a small claim (as a percentage of income per capita)?	N/A			377%			9047%		
59. Does a woman's testimony carry the same evidentiary weight in court as a man's ?	No			Yes			Yes		
60. Do adult unmarried women need permission from a guardian in order to initiate legal proceedings in court?	No			No			No		
61. Do adult married women need permission from their husbands in order to initiate legal proceedings in court?	No			No			No		

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Women, Business and the Law 2012 examines laws and regulations affecting women's prospects as entrepreneurs and employees. The report's quantitative indicators are intended to inform policy discussions and research on how to improve women's economic inclusion.

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