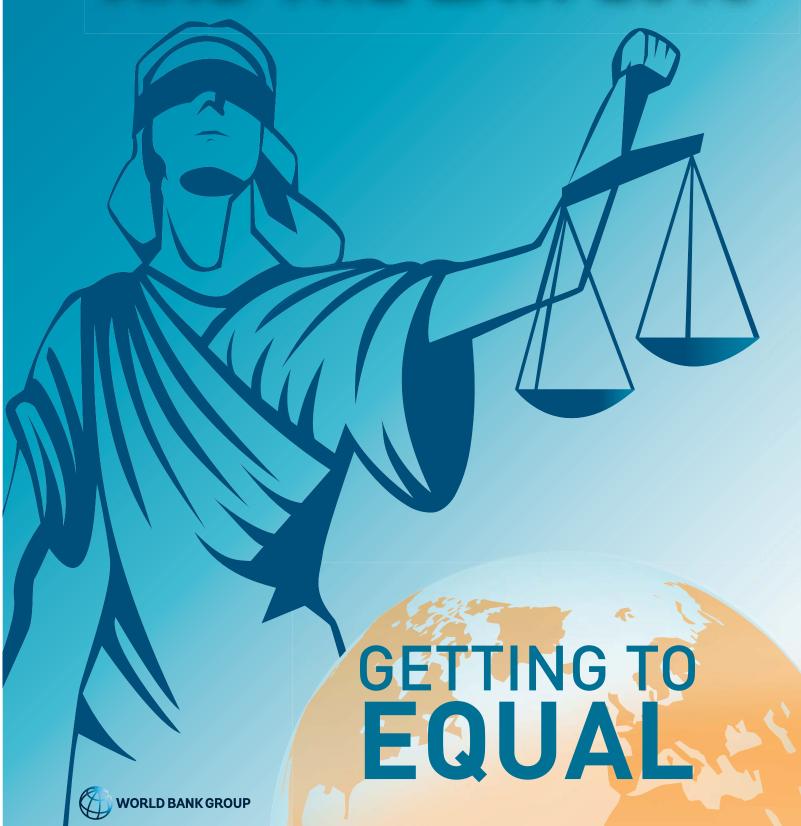
WOMEN, BUSINESS AND THE LAW 2016



 $\ensuremath{\mathbb{C}}$ 2015 International Bank for Reconstruction and Development / The World Bank

1818 H Street NW, Washington, DC 20433

Telephone: 202-473-1000; Internet: www.worldbank.org

Some rights reserved

1 2 3 4 18 17 16 15

This work is a product of the staff of The World Bank with external contributions. The findings, interpretations, and conclusions expressed in this work do not necessarily reflect the views of The World Bank, its Board of Executive Directors, or the governments they represent. The World Bank does not guarantee the accuracy of the data included in this work. The boundaries, colors, denominations, and other information shown on any map in this work do not imply any judgment on the part of The World Bank concerning the legal status of any territory or the endorsement or acceptance of such boundaries.

Nothing herein shall constitute or be considered to be a limitation upon or waiver of the privileges and immunities of The World Bank, all of which are specifically reserved.

Rights and Permissions



This work is available under the Creative Commons Attribution 3.0 IGO license (CC BY 3.0 IGO) http://creativecommons.org/licenses/by/3.0/igo. Under the Creative Commons Attribution license, you are free to copy, distribute, transmit, and adapt this work, including for commercial purposes, under the following conditions:

Attribution—Please cite the work as follows: World Bank Group. 2015. *Women, Business and the Law 2016: Getting to Equal.* Washington, DC: World Bank. doi:10.1596/978-1-4648-0677-3. License: Creative Commons Attribution CC BY 3.0 IGO

Translations—If you create a translation of this work, please add the following disclaimer along with the attribution: This translation was not created by The World Bank and should not be considered an official World Bank translation. The World Bank shall not be liable for any content or error in this translation.

Adaptations—If you create an adaptation of this work, please add the following disclaimer along with the attribution: This is an adaptation of an original work by The World Bank. Views and opinions expressed in the adaptation are the sole responsibility of the author or authors of the adaptation and are not endorsed by The World Bank.

Third-party content—The World Bank does not necessarily own each component of the content contained within the work. The World Bank therefore does not warrant that the use of any third-party-owned individual component or part contained in the work will not infringe on the rights of those third parties. The risk of claims resulting from such infringement rests solely with you. If you wish to re-use a component of the work, it is your responsibility to determine whether permission is needed for that re-use and to obtain permission from the copyright owner. Examples of components can include, but are not limited to, tables, figures, or images.

All queries on rights and licenses should be addressed to the Publishing and Knowledge Division, The World Bank, 1818 H Street NW, Washington, DC 20433, USA; fax: 202-522-2625; e-mail: pubrights@worldbank.org.

ISBN (paper): 978-1-4648-0677-3 ISBN (electronic): 978-1-4648-0678-0 DOI: 10.1596/978-1-4648-0677-3

Cover design: Corporate Visions

WOMEN, BUSINESS AND THE LAW 2016

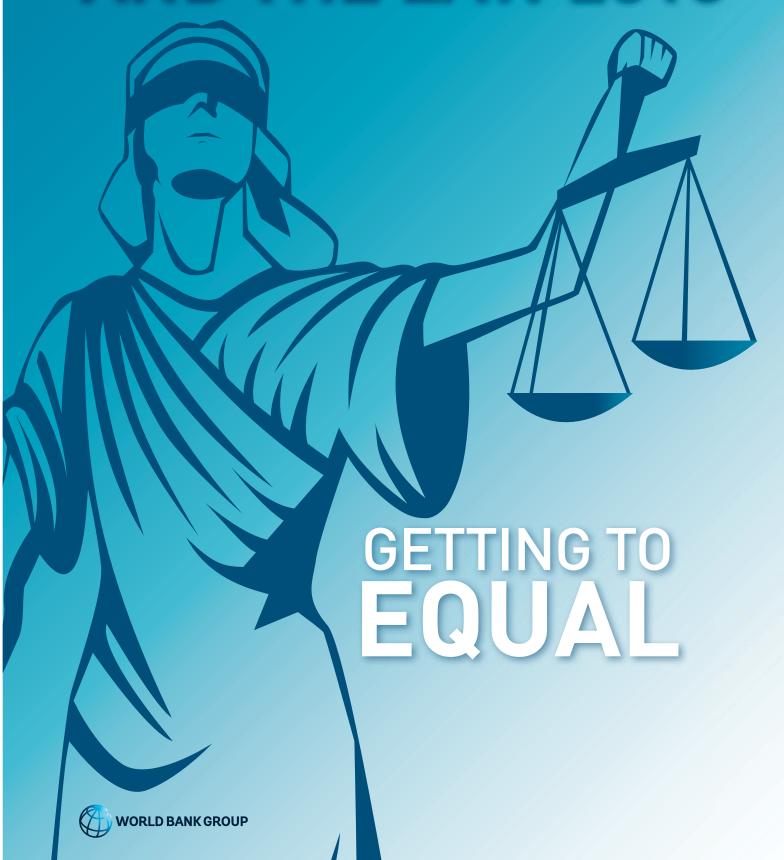




Table of Contents

	Foreword	1
1.	Key Findings	2
	Highlights from Women, Business and the Law 2016	. 2
	What's new in this edition?	. 2
	How common are gender differences in laws?	. 3
	Why do these gender differences matter?	. 4
	Where are relationships between women and the law changing?	. 5
	Accessing institutions	. 7
	Using property	12
	Getting a job	14
	Providing incentives to work	16
	Building credit	17
	Going to court	19
	Protecting women from violence	20
2.	About Women, Business and the Law	27
3.	Summaries of Women, Business and the Law Reforms	35
4.	Data Notes	42
	Economy Tables	73
	Acknowledgments	248



Foreword

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

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

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

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

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

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

Kaushik Basu

Senior Vice President and Chief Economist

The World Bank



1. Key Findings

Highlights from Women, Business and the Law 2016

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

What's new in this edition?

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

The data focus on seven indicators: accessing institutions, using property, getting a job, providing incentives to work, going

to court, building credit and protecting women from violence. New areas covered within these indicators include legislation on issues such as nondiscrimination in access to credit, care leave for sick relatives, the legal age of marriage and protection orders for victims of domestic violence.

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

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

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

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

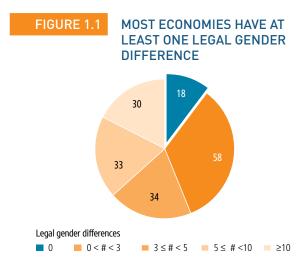
How common are gender differences in laws?

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

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

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

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



Source: Women, Business and the Law database.

Why were these areas chosen?

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

BOX 1.1 LEGAL DIFFERENCES FOR MARRIED AND UNMARRIED WOMEN

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

- 1. Applying for a passport
- 2. Traveling outside the home
- **3.** Traveling outside the country
- Getting a job or pursuing a trade or profession without permission
- 5. Signing a contract
- **6.** Registering a business
- 7. Being "head of household" or "head of family"
- 8. Conferring citizenship to their children
- 9. Opening a bank account
- 10. Choosing where to live
- 11. Obtaining a national identity card
- 12. Having ownership rights over property
- **13.** Having inheritance rights over property
- **14.** Working the same night hours

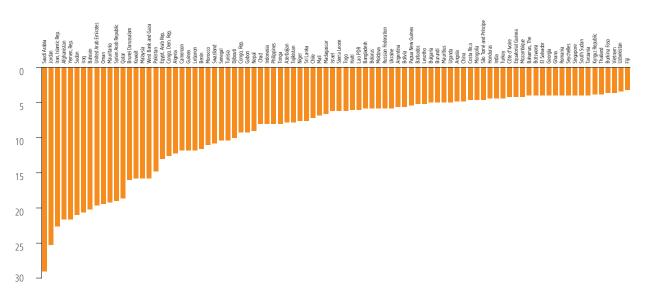
- **15.** Doing the same jobs
- **16.** Enjoying the same statutory retirement age
- 17. Enjoying the same tax deductions or credits
- **18.** Having their testimony carry the same evidentiary weight in court
- Having a gender or sex nondiscrimination clause in the constitution
- **20.** Applying customary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

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

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

FIGURE 1.2

NUMBER OF LEGAL GENDER DIFFERENCES, BY ECONOMY



Source: Women, Business and the Law database.

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

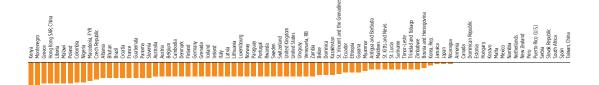
The measure of legal gender differences is constructed by summing the restrictions on married and unmarried women: 5 that apply only to married women are counted once and 21 that apply to both married and unmarried women are counted twice, for a total of 47 restrictions. For example, only married women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

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

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

Why do these gender differences matter?

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



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

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

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

The benefits of reform

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

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

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

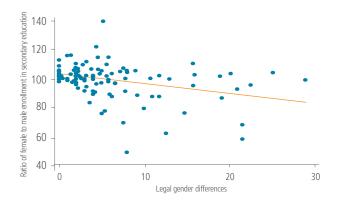
Where are relationships between women and the law changing?

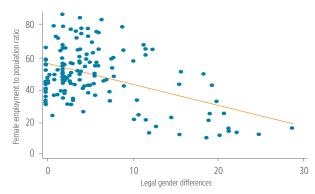
Since 2010, when *Women, Business and the Law* first published a baseline of gender legal differences affecting women's economic opportunities and started measuring reforms, the pace of reform has either remained relatively constant or has been increasing (figure 1.5).

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

FIGURE 1.3

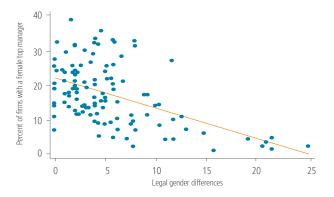
GREATER LEGAL GENDER INEQUALITY IS ASSOCIATED WITH FEWER GIRLS ATTENDING SECONDARY SCHOOL RELATIVE TO BOYS, FEWER WOMEN WORKING OR RUNNING BUSINESSES, AND A HIGHER GENDER WAGE GAP

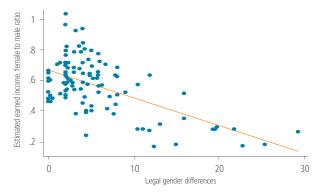




The negative relationship between the number of legal gender differences and the ratio of female to male enrollment in secondary education (2012) is statistically significant at the 1% level after controlling for 2014 GNI per capita. The regression analysis is based on 96 economies for which data are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

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



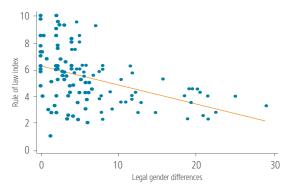


The negative relationship between legal gender differences and the percent of firms that have a female top manager is statistically significant at the 1% level after controlling for 2014 GNI per capita. The analysis is based on 106 economies for which data are available. The regression results remain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

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

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

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



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

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

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

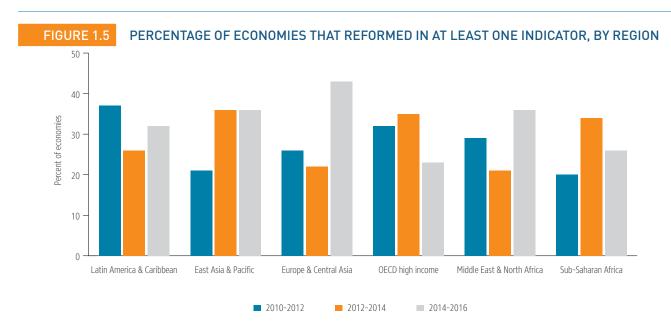
In the most recent two-year period (ending in April 2015) 65 economies made 94 reforms increasing gender parity (table 1.1). Getting a job had the most reforms with 26, followed by protecting women from violence with 23, and accessing institutions with 18. Nine economies reformed in building credit,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

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

Accessing institutions

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

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



Source: Women, Business and the Law database.

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

TABLE 1.1

CHANGES INCREASING GENDER PARITY OVER THE PAST TWO YEARS

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

Source: Women, Business and the Law database.

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

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

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

Access denied

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

Among the obstacles to married women working are laws that allow the wife to work outside the home only if it is in the interest of the family. In some economies, a woman can lose her right to receive financial support from her husband if she works without his consent. For example, according to Article 1 of the Personal Status Law of the Arab Republic of Egypt, a married

woman can leave the house only for purposes allowed by law or custom, otherwise she needs her husband's permission or she loses her right to financial support.

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

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

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

The importance of a legal identity

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

TABLE 1.2 BLOCKING ACCESS

TABLE 1.2	BLUCKING ACCESS
Action	Economies where married women cannot perform some actions in the same way as married men
Apply for a passport	Afghanistan Algeria Bahrain Barbados Belize Benin Botswana Cameroon Congo, Rep. Dominica Egypt, Arab Rep. Fiji Gabon Grenada Haiti Iran, Islamic Rep. Iraq Jordan Malawi Mali Myanmar Oman Pakistan Philippines Saudi Arabia Seychelles St. Vincent and the Grenadines Sudan Trinidad and Tobago Uganda United Arab Emirates Yemen, Rep.
Be head of household	Bahrain Benin Burundi Cameroon Chad Chile Congo, Dem. Rep. Congo, Rep. Djibouti Gabon Guinea Honduras Indonesia Iran, Islamic Rep. Iraq Jordan Madagascar Mali Mauritania Morocco Niger Oman Philippines Rwanda Saudi Arabia Senegal Sudan Tunisia United Arab Emirates Yemen, Rep.
Choose where to live	Afghanistan Bahrain Benin Brunei Darussalam Burkina Faso Cameroon Chad Congo, Dem. Rep. Congo, Rep. Equatorial Guinea Gabon Guinea Haiti Iran, Islamic Rep. Iraq Jordan Kuwait Malaysia Mali Niger Oman Qatar Rwanda Saudi Arabia Senegal Sudan Syrian Arab Republic United Arab Emirates West Bank and Gaza Yemen, Rep.
Confer citizenship to children	Bahamas, The Bahrain Barbados Brunei Darussalam Guinea Iran, Islamic Rep. Iraq Jordan Kuwait Lebanon Madagascar Malaysia Mauritania Nepal Oman Qatar Saudi Arabia Sudan Swaziland Syrian Arab Republic United Arab Emirates West Bank and Gaza 22
Get a job without permission	Bahrain Bolivia Cameroon Chad Congo, Dem. Rep. Gabon Guinea Iran, Islamic Rep. Jordan Kuwait Mauritania Niger Qatar Sudan Syrian Arab Republic United Arab Emirates West Bank and Gaza Yemen, Rep.
Travel outside the home	Afghanistan Bahrain Brunei Darussalam Egypt, Arab Rep. Iran, Islamic Rep. Iraq Jordan Kuwait Malaysia Oman Qatar Saudi Arabia Sudan Syrian Arab Republic United Arab Emirates West Bank and Gaza Yemen, Rep.
Obtain a national identity card	Afghanistan Algeria Benin Cameroon Egypt, Arab Rep. Mauritius Oman Pakistan Saudi Arabia Senegal
Travel outside the country	Iran, Islamic Rep. Iraq Qatar Saudi Arabia Sudan Syrian Arab Republic
Register a business	Bhutan Congo, Dem. Rep. Pakistan Suriname
Open a bank account	Congo, Dem. Rep. Niger
Sign a contract	Congo, Dem. Rep. Equatorial Guinea

Source: Women, Business and the Law database.

BOX 1.2 NATIONALITY MATTERS

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

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

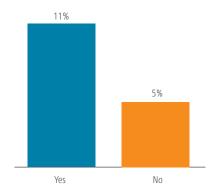
In the first month almost 10,000 applications for these identification cards were submitted. However, for children to be eligible for benefits, their mother must have resided in Jordan for at least five years. This creates difficulties for those whose mothers reside outside Jordan, do not have records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

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

FIGURE 1.6

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

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



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

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

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

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

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

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

Increasing women's representation

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

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

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

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

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

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

Although candidate list quotas in both Bolivia and the Democratic Republic of Congo are 50%, representation of women in the Bolivian parliament is 53% and in the Democratic Republic of Congo it is just 9%. This may be attributable to differences in placement requirements and sanctions between the two economies: in Bolivia there is a zipper system that requires political parties to alternate genders on candidate lists. Failure to comply results in rejection of the party list. In the

Democratic Republic of Congo the law is silent on both placement requirements and sanctions for noncompliance. Other examples of sanctions used to enforce compliance of gender quotas in candidate lists are fines in El Salvador and the loss of state funding in Ireland.

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

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

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

BOX 1.3 BARRIERS TO WOMEN OBTAINING BIRTH CERTIFICATES

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

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

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

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

TABLE 1.3

QUOTAS FOR PARLIAMENT AND LOCAL GOVERNMENT, BY REGION

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

Source: Women, Business and the Law database.

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

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

Using property

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

The ability to use property is important to everyone, regardless of gender. Access to property not only increases women's financial security, but is also associated with their increased bargaining power within the household. Access to assets has also been linked to gains in family welfare, such as children's health. ¹⁰ In Ecuador, for example, women's share in couples'

wealth is associated with a higher likelihood of joint decision-making about employment and spending. In Colombia women who own property are in a better bargaining position at home, and are more likely to be able to move freely, negotiate the right to work, and control their income.¹¹

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

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

Inheritance

One reason for gaps between women's ownership of assets and men's may be inheritance. Often, inheritance offers the surest opportunity for both men and women to own land or housing; a 2014 study in Ghana found that 30% of owner-occupied dwellings were inherited or received as gifts. ¹⁶ Where inheritance rights for men and women are unequal under the law, women may be less likely to own land or housing.

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

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

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

Marital property regimes

Marital property regimes determine the allocation of property ownership and management between spouses during the marriage and at its dissolution through death or divorce. These rules have a direct impact on women's financial inclusion and can help or deter their access to credit. Different marital property regimes have different consequences for the allocation of property within households. Each economy sets its default regime in the family or personal status law. Full and partial default community property (joint property) regimes offer equal access to property, including land, for both spouses during and after marriage. These are generally beneficial to women as long as the effects of the marital property regimes are not negated by other laws. In the Democratic Republic of Congo, for example, the Family Code vests control of joint property solely in the husband.

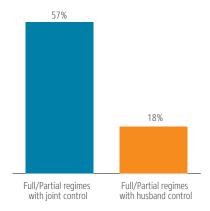
Of the 173 economies covered by *Women, Business and the Law,* 79 have a full or partial community property regime; in six of these, however—Cameroon, Chad, Chile, Democratic Republic of Congo, Republic of Congo, Côte d'Ivoire—the husband has the right to administer the joint property.

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

FIGURE 1.7

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

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



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

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

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

Getting a job

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

Restrictions on women's work

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

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

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

TABLE 1.4 TASKS AND OCCUPATIONS PROHIBITED TO WOMEN

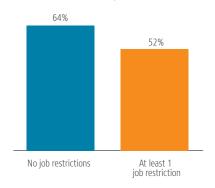
Economy	Examples	
Argentina	Producing or manipulating explosives, flammable or corrosive materials, or working in or around such areas; working as a machinist or fire-stoker; selling distilled or fermented alcoholic beverages in any location or space in which they are dispensed; distilling alcohol and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

Source: Women, Business and the Law database.

FIGURE 1.8

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

Estimated earned income, female to male ratio



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

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

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

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

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

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

Maternity, paternity and parental leave

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

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

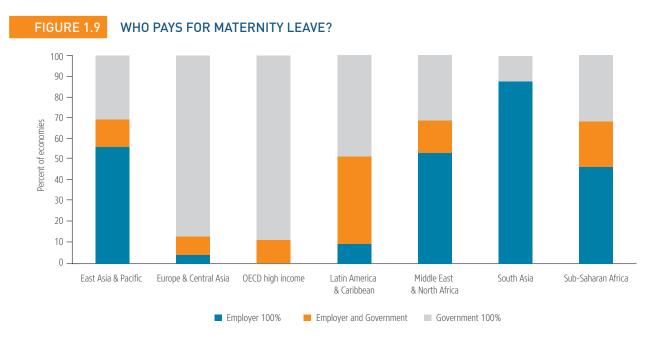
Of all the economies covered, only Tonga in East Asia and the Pacific and Suriname in Latin America and the Caribbean do not entitle parents to any kind of leave, paid or unpaid, when a child is born. Papua New Guinea provides unpaid maternity leave and the United States provides unpaid parental leave.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

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

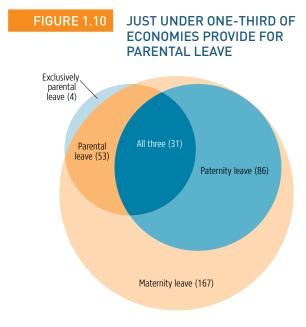
Parental benefits enabling mothers, fathers or both to take paid or unpaid time off to care for a newborn child can foster a more equitable division of childrearing responsibilities in the family. This in turn can give women greater opportunities for career advancement.

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

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



Source: Women, Business and the Law database.



Source: Women, Business and the Law database.

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

In Estonia and Lithuania, for example, parental leave is a family entitlement and decisions about who takes it and for how long

are made by both parents. Portugal uses bonuses to extend the total length of paid parental leave if both parents share it. Parents in Italy, Germany and Japan have similar options.

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

Providing incentives to work

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

Tax benefits

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

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

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

Family care and women's employment

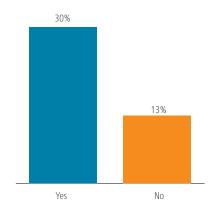
The ease, cost and availability of care for young children and free public education for school-age children can affect whether a mother decides to work outside the home for paid compensation or to stay at home with the children.

More public assistance for childcare may create opportunities for women to participate in the labor force because women are often the primary care-givers for children. The percentage of women who reported receiving wages in economies that provide public childcare was more than twice that in economies that do not (figure 1.11). Of the economies covered, 39 have

FIGURE 1.11

MORE WOMEN RECEIVE WAGES WHERE GOVERNMENTS SUPPORT CHILDCARE

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



Is childcare subsidized or publicly provided?

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

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

no public childcare facilities; 27 of these are low and middle-income economies.

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

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

Building credit

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

Recent initiatives to improve the collection of data on women's access to credit²² highlight the reality that women receive less credit than men. The reasons for women's credit constraints are often different from those of men.

Building a credit history

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

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

Nondiscrimination under the law

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

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

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

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

The Australian Sex Discrimination Act, for example, prohibits discrimination on the grounds of sex when providing services

relating to banking, insurance and the provision of grants, loans, credit or finance. 24

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

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

TABLE 1.5 WHERE DISCRIMINATION IN ACCESS TO CREDIT IS PROHIBITED

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

Source: Women, Business and the Law database.

BOX 1.4 SPOTLIGHT ON NIGERIA

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

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

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

Going to court

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

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

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

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

Small claims courts

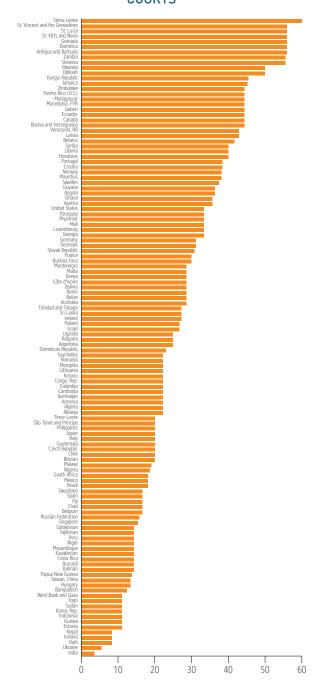
Although most economies do not prevent women from accessing the court system, many do not make it easy for them to do so. Legal formalities and the costs of litigation, both direct and incidental, discourage poor people from accessing courts.²⁸ Even for relatively simple disputes, legal formalities are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

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

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

FIGURE 1.12

PERCENTAGE OF FEMALE JUSTICES IN CONSTITUTIONAL COURTS



Source: Women, Business and the Law database.

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

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

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

Protecting women from violence

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

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

Domestic violence: Greater protection at home

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

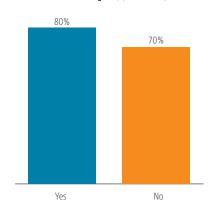
Domestic violence legislation varies greatly in scope and applicability. The data examine where economies have legislation on domestic violence and whether it covers different types of abuse (box 1.5).

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

FIGURE 1.13

WOMEN'S LIFE EXPECTANCY AND LEGAL PROTECTION FROM DOMESTIC VIOLENCE

Survival to age 65, (% of cohort)



Is there legislation that specifically addresses domestic violence?

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

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

122 cover psychological violence. Economic violence, which can result in women being deprived of the economic means to leave an abusive relationship, is rarely covered. Subjecting women to economic violence is not addressed in 94 of the total 173 economies for which data has been collected.

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

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

BOX 1.5 DEFINING DOMESTIC VIOLENCE

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

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

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

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

when criminal offences are committed against spouses or within the family.

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





Source: Women, Business and the Law database.

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

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

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

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

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

Protection orders: Making laws more effective

Protection orders are among the most effective remedies available to victims of violence.³⁶ A 2009 study conducted in the United States, shows that protection orders are effective in reducing violence while increasing the victim's safety, and further have a positive impact in terms of cost savings for the state.³⁷ In 124 of 173 economies, victims of domestic violence may seek such measures to limit an abuser's behavior. Where protection orders exist, they generally allow for removal of the perpetrator

from the common home and prohibit contact with the victim. Albania's Law on Measures against Violence in Family Relations, for example, provides for ordering the perpetrator to leave the common home and pay rent for the victim's residence. There are similar provisions in 113 other economies covered, and in 94% of the economies that have protection orders, the perpetrator can be prohibited from contacting the victim.

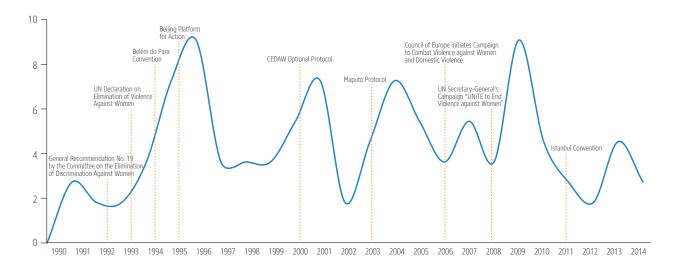
Establishing specialized courts or procedures for domestic violence cases may make legal action more effective. Approaches taken include setting up dedicated courts to handle all domestic violence cases, establishing fast-track procedures or authorizing specific orders of protection for domestic violence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

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

Sexual harassment

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

FIGURE 1.15 ECONOMIES INTRODUCING LAWS ON DOMESTIC VIOLENCE



Source: Women, Business and the law database.

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

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

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

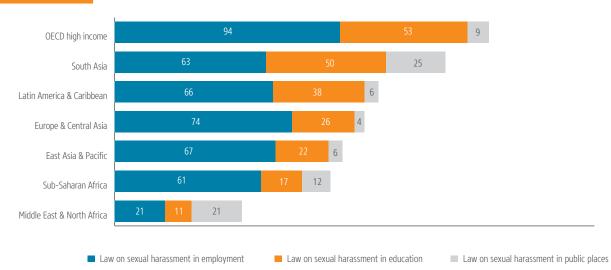
Laws on sexual harassment in education are less common: only 52 economies specifically protect girls from sexual harassment in schools. And only 18 economies specifically protect women from sexual harassment in public places. These laws are most prevalent in South Asia and the Middle East and North Africa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

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

Where laws fail to fully protect women

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

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



Source: Women, Business and the Law database.

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

Notes

- 1 World Bank 2011; UN Women 2015.
- 2 Miller 2008.
- 3 Historical Data: 50 Years of Women's Rights data, Women, Business and the Law, available at: http://wbl.worldbank.org/ data/timeseries.
- 4 Demirguc-Kunt, Klapper and Singer 2013.
- 5 Chattopadhyay and Duflo 2004.
- 6 Chen 2010.
- 7 Credit Suisse 2012.
- 8 "Boards without Women Breed Scandal," Sophia Grene and Chris Newlands, *Financial Times*, March 8, 2015, http://www.ft .com/intl/cms/s/0/cdb790f8-c33d-11e4-ac3d-00144feab7de .html#axzz3k2S6jnmR.
- 9 The European Commission proposed a Directive to increase gender parity on corporate boards. The Commission, with the support of the European Parliament, recommends the adoption of binding legislation introducing measures to achieve representation of 40% of the under-represented sex in non-executive positions on the boards of publicly listed companies (excluding small and medium enterprises), though the directive does not use the word quota, instead recommending that companies establish criteria to attain the percentage. Member states would have to meet the target by 2020.
- 10 Allendorf 2007; Duflo 2003; Swaminathan, Lahoti and Suchitra, 2012.
- 11 Friedemann-Sánchez 2008; Deere and León 2001, 2003.
- 12 Deere and León 2003; Quisumbing and Hallman 2005; Deere and Doss 2006.
- 13 Ali, Deininger and Goldstein 2015.
- 14 Goldstein and Udry 2008.
- 15 FAO 2011.
- 16 Oduro 2014.
- 17 Deininger, Goyal and Nagarajan 2010; Deininger and others 2014.
- 18 World Bank 2013
- 19 Note that Global Findex data do not distinguish between joint and individual bank accounts, so it is impossible to say whether a woman shares a bank account with her husband or has her own account.

- 20 Lebedev and Radevich 2014; Oglobin 1999.
- 21 Decision of the Supreme Court of the Russian Federation of 21 May 2009 N KAC09-196 available at: http://www.consultant.ru/document/cons/doc/LAW/88941/.
- "Global Banking Alliance for Women Announces Partnership to Close Gender Data Gap in Finance," Multilateral Investment Fund, New York, December 15, 2014, http://www.fomin.org/en-us/Home/News/PressReleases/ArtMID/3819/ArticleID/2769/Global-Banking-Alliance-for-Women-announces-partnership-to-close-gender-data-gap-in-finance.aspx.
- "Lindy Boggs, Longtime Representative and Champion of Women, Is Dead at 97," Douglas Martin, New York Times, July 27, 2013, http://www.nytimes.com/2013/07/28/us/politics/lindy-boggs -longtime-representative-from-louisiana-dies-at-97.html?_r=1.
- 24 Sex Discrimination Act 1984, Sec. 22.
- 25 UN Women 2011.
- 26 Peresie 2005.
- 27 Hallward-Driemeier and Hasan 2012.
- 28 Gloppen and Kanyongolo 2007.
- 29 Djankov, La Porta, Lopez-de-Silanes and Shleifer 2003.
- 30 Zucker and Herr 2003.
- 31 Yew 2008.
- 32 Klugman et al. 2014.
- 33 Klugman et al. 2014.
- 34 WHO 2013.
- 35 WHO 2013.
- 36 United Nations 2010.
- 37 Logan, Walker, Hoyt and Faragher 2009.
- 38 "Nepal: Fast-Track Courts Ordered for Cases Involving Women, Children," The Library of Congress, http://www.loc.gov/lawweb/servlet/lloc_news?disp3_l205401837_text.
- 39 United Nations 2006.
- 40 WHO 2013.
- 41 United Nations 2006.
- 42 "France Unveils Plan to Tackle Sexual Harassment," *The Local,* July 9, 2015, http://www.thelocal.fr/20150709 /france-to-tackle-sexual-harassment-on-transport.

References

- Ali, Daniel, Klaus Deininger, Markus Goldstein and Eliana La Ferrara.

 2015. Empowering Women through Land Tenure Regularization:
 Evidence from the Impact Evaluation of the National Program in Rwanda. Development Research Group Case Study. Washington, DC: World Bank Group.
- Allendorf, Keera. 2007. "Do Women's Land Rights Promote Empowerment and Child Health in Nepal?" World Development 35 (11): 1975–88.
- Bertrand, Marianne, Sandra E. Black, Sissel Jensen and Adriana Lleras-Muney. 2014. "Breaking the Glass Ceiling? The Effect of Board Quotas on Female Labor Market Outcomes in Norway." National Bureau of Economic Research Working Paper Series, NBER, Cambridge, MA.
- Chattopadhyay, Raghabendra, and Esther Duflo. 2004. "Women as Policy Makers: Evidence from a Randomized Policy Experiment in India." *Econometrica* 72 (5): 1409-43.
- Chen, Jin-Lu. 2010. "Do Gender Quotas Influence Women's Representation and Policies?" *European Journal of Comparative Economies* 7 (1): 13–60.
- Credit Suisse. 2012. "Gender Diversity and Corporate Performance." Zurich, Switzerland: Credit Suisse.
- Deere, Carmen Diana, and Cheryl R. Doss. 2006. "The Gender Asset Gap: What Do We Know and Why Does It Matter?" *Feminist Economics* 12 (1&2): 1–50.
- Deere, Carmen Diana, and Magdalena León. 2001. *Empowering Women: Land and Property Rights in Latin America*. Pittsburgh, PA: University of Pittsburgh.
- —. 2003. "The Gender Asset Gap: Land in Latin America." World Development 31 (6):925–47.
- Deininger, Klaus, Aparajita Goyal and Hari Nagarajan. 2010. "Inheritance Law Reform and Women's Access to Capital: Evidence from India's Hindu Succession Act." Policy Research Working Paper 5338, World Bank, Washington, DC.
- Deininger, Klaus, Fang Xia, Songqing Jin and Hari K. Nagarajan, 2014.

 "Inheritance Law Reform, Empowerment, and Human Capital
 Accumulation Second-Generation Effects from India." Policy
 Research Working Paper 7086. World Bank, Washington DC.
- Demirguc-Kunt, Asli, Leora Klapper and Dorothe Singer. 2013.

 "Financial Inclusion and Legal Discrimination against Women:
 Evidence from Developing Countries." Policy Research Working
 Paper 6416, World Bank, Washington, DC.
- Djankov, Simeon, Rafael La Porta, Florencio Lopez-de-Silanes and Andrei Shleifer. 2003. "Courts." *Quarterly Journal of Economics* 118 (2): 453-517.
- Duflo, Esther. 2003. "Grandmothers and Granddaughters: Old Age Pension and Intra-Household Allocation in South Africa." *World Bank Economic Review* 17 (1): 1–25.

- FAO (Food and Agriculture Organization of the United Nations). 2011.

 The State of Food and Agriculture: Women in Agriculture—Closing the Gender Gap for Development. Rome: FAO.
- Friedemann-Sánchez, Greta. 2008. "Ensamblar Flores y Cultivar Hogares: Trabajo y Género en Colombia." Bogotá: Instituto Colombiano de Antropología e Historia.
- Gloppen, Siri, and Fidelis Edge Kanyongolo. 2007. "Courts and the Poor in Malawi: Economic Marginalization, Vulnerability and the Law." International Journal of Constitutional Law 5 (2): 258-93.
- Goldstein, Markus, and Christopher Udry. 2008. "The Profits of Power: Land Rights and Agricultural Investment in Ghana." Journal of Political Economy 116 (6): 981-1022.
- Hallward-Driemeier, Mary, and Tazeen Hasan. 2012. Empowering Women: Legal Rights and Economic Opportunities in Africa. Washington, DC: World Bank.
- Klugman, Jeni, Lucia Hanmer, Sarah Twigg, Tazeen Hasan, Jennifer McCleary-Sills and Julieth Santamaria, 2014. *Voice and Agency: Empowering Women and Girls for Shared Prosperity*. Washington, DC: World Bank Group.
- Lebedev, Vladimir, and Elena Radevich, (Eds.). 2014. *Labour Law in Russia: Recent Developments and New Challenges*. Newcastle upon Tyne, UK: Cambridge Scholars Publishing.
- Logan, TK, Robert Walker, William Hoyt and Teri Faragher. 2009. "The Kentucky Civil Protective Order Study: A Rural and Urban Multiple Perspective Study of Protective Order Violation Consequences, Responses, & Costs." NCJ Publication # 228350, National Institute of Justice, U.S. Department of Justice, Washington, DC.
- Miller, Grant. 2008. "Women's Suffrage, Political Responsiveness, and Child Survival in American History." *The Quarterly Journal of Economics* 123 (3): 1287-1327.
- Oduro, Abena D. 2014. "Ownership of the Place of Residence in Ghana: A Gender Analysis." *Journal of African Development* 17 (1): 17-44.
- Oglobin, C. G. 1999. "The Gender Earnings Differential in the Russian Transition Economy." *Industrial and Labor Relations Review* 52: 602–27.
- Peresie, Jennifer L. 2005. "Female Judges Matter: Gender and Collegial Decision making in the Federal Appellate Courts." *Yale Law Review* 114: 1759-90.
- Quisumbing, Agnes R., and Kelly Hallman. 2005. "Marriage in Transition: Evidence on Age, Education, and Assets from Six Developing Countries." In *The Changing Transitions to Adulthood in Developing Countries*, edited by Cynthia B. Lloyd, Jere R. Behrman, Nelly Stromquist and Barney Cohen. Washington, DC: National Academies Press.
- Swaminathan, Hema, Rahul Lahoti and Suchitra J. Y. 2012. "Women's Property, Mobility and Decision-Making: Evidence from Rural Karnataka, India." IFPRI Discussion Paper 01188, International Food Policy Research Institute, Washington, DC.

- United Nations. 2010. "Handbook on Legislation for Violence Against Women." New York.
- —. 2006. "In-depth Study of All Forms of Violence against Women: Report of the Secretary-General." UN document A/61/122/Add.1.
- United Nations Children's Fund (UNICEF). 2013. Every Child's Birth Right: Inequalities and Trends in Birth Registration. New York: UNICEF.
- UNDP (United Nations Development Programme). 2008. *Human Development Report 2007/2008*. New York, NY: UNDP.
- United Nations Economic and Social Council. 1996. "A Framework for Model Legislation on Domestic Violence." Report of the Special Rapporteur on Violence against Women, its Causes and Consequences, Commission on Human Rights, Geneva.
- UNHCR (United Nations High Commissioner for Refugees). 2005. "Policy on Harassment, Sexual Harassment, and Abuse of Authority." UNHCR, Geneva.
- UN Women (United Nations Entity for Gender Equality and the Empowerment of Women). 2011. *Progress of the World's Women 2011–2012: In Pursuit of Justice*. New York, NY.

- —... 2015. Progress of the World's Women 2015–2016: Transforming Economies, Realizing Rights. New York, NY.
- World Bank. 2011. World Development Report 2012: Gender Equality and Development. New York: Oxford University Press.
- —. 2013. Opening Doors: Gender Equality in the Middle East and North Africa. Washington, DC: World Bank.
- World Economic Forum. 2014. *The Global Gender Gap Report 2014*. Cologny, Switzerland: WEF.
- WHO (World Health Organization). 2013. Global and Regional Estimates of Violence Against Women Prevalence and Health Effects of Intimate Partner Violence and Non-Partner Sexual Violence.

 Geneva: WHO.
- Yew, Gary Chan Kok. 2008. "Access to Justice for the Poor: The Singapore Judiciary at Work." *Pacific Rim Law and Policy Journal* 17 (3): 595-648.
- Zucker, Bruce, and Monica Herr. 2003. "The People's Court Examined: A Legal and Empirical Analysis of the Small Claims Court System." University of San Francisco Law Review 37 (2): 315-50.



2. About Women, Business and the Law

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

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

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

that affect women's incentives or capacity to work or to set up and run a business.

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

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

BOX 2.1 BEIJING + 20: MEASURING PROGRESS TOWARDS GENDER EQUALITY

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

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

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

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

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

TABLE 2.1

EXPANDED GEOGRAPHIC COVERAGE

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

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

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

What does Women, Business and the Law measure?

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

 Accessing institutions explores women's legal ability to interact with public authorities and the private sector in the same ways as men. This indicator provides disaggregated information on 11 categories of legal ability, highlighting differences between married and unmarried women. It also assesses constitutional protections from discrimination and the use of gender quotas in government and the private sector. This edition expands the coverage on quotas to political party candidate lists.³

- Using property analyzes women's ability to own, manage, control and inherit property. It also examines women's ownership rights in the marital home and whether legislation accounts for nonmonetary contributions, such as unpaid care for children or the elderly.
- Getting a job assesses restrictions on women's work, such
 as prohibitions on working at night or in certain industries.
 This indicator also covers laws on work-related maternity,
 paternity and parental benefits and retirement ages.
- Providing incentives to work examines personal income tax liabilities, taking into account tax credits and deductions that may differ for women and men. This indicator covers both taxation and such public services as childcare and education.
- Going to court examines access to small claims courts, whether women's testimony in court is given the same evidentiary weight as that of men, and the number of women justices—including chief justices—in constitutional courts
- Building credit identifies the minimum value of loans tracked by private credit bureaus and public credit registries and assesses bureaus and registries that collect

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

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

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

Why this focus?

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

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

Gender gaps in women's entrepreneurship and labor force participation account for estimated income losses of 27% in the Middle East and North Africa, 19% in South Asia, 14% in Latin America and the Caribbean and 10% in Europe. Worldwide, if all women were excluded from the labor force, income per capita would be nearly 40% lower. Miliarly, it is predicted that in Bangladesh increasing the female labor force participation rate over the next decade from 34% to 82%, the current

rate of male participation, would add 1.8 percentage points to potential GDP growth each year and help to lift the country to medium-income level by 2021.¹⁵ To achieve this, policies should go beyond anti-poverty programs to focus on childcare, transportation and removing legal restrictions on women's work.¹⁶

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

What does Women, Business and the Law not measure?

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

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

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

TABLE 2.2

WOMEN, BUSINESS AND THE LAW INDICATORS AND ASSOCIATED RESEARCH

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

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

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

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

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

Methodological strengths and limitations

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

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

In addition, where several sets of personal law¹⁹ prescribe different rights and obligations for different groups of women, the

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

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

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

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

How are the data collected?

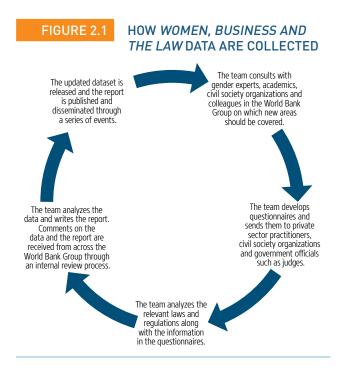
The Women, Business and the Law data are based on domestic laws and regulations. The data cover small economies and some of the poorest economies, for which little or no data are available in other data sets. The new areas of coverage are based on consultations across the World Bank Group, including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

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

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

BOX 2.2 OTHER GLOBAL GENDER INDICATORS

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



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

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

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

What's next?

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

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

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

Notes

- See World Bank, Enterprise Surveys, http://www .enterprisesurveys.org; and World Bank Group, Doing Business, http://www.doingbusiness.org.
- The protecting women from violence indicator was piloted in the 2014 report for a subset of 100 economies. Data covered laws, regulations and institutions that deal with domestic violence and sexual harassment. For this edition the data have expanded to all 173 economies and cover additional areas of violence against women.
- 3 Candidate list quotas require that political party candidate lists contain a minimum percentage of women eligible for election. Data coverage was expanded to candidate list quotas to capture different types of quota systems applicable for women.
- 4 A protection order is issued by a court or judge to protect a victim from harassment or abuse. Such orders may prohibit a perpetrator of domestic violence from contacting or harming the victim.
- 5 Duflo and Udry 2004; Robinson 2012; Duflo 2012.
- 6 Krogh, Hansen, Wendt and Elkjaer 2009.
- 7 Lagerlöf 2003.
- 8 Lagerlöf 2003.
- 9 Aguirre, Hoteit, Rupp and Sabbagh 2012.
- 10 Gonzales, Jain-Chandra, Kochhar and Newiak 2015.
- 11 World Bank 2011.
- 12 Gonzales, Jain-Chandra, Kochhar and Newiak 2015.
- 13 Cuberes and Teignier 2014.
- 14 Cuberes and Teignier 2014.
- 15 Hussain 2015
- 16 Hussain 2015.
- 17 Duflo 2012; Kabeer et al. 2013.
- 18 The United States has signed but not ratified the convention.
- 19 Personal law refers to non-customary legal systems that stem from tradition or doctrinal texts, which are sometimes uncodified.

References

- Aguirre, DeAnne M., Leila Hoteit, Christine Rupp and Karim Sabbagh.

 2012. Empowering the Third Billion: Women and the World of
 Work in 2012. Booz & Company.
- Amin, Mohammad, and Asif Islam. 2015. "Does Mandating Non-discrimination in Hiring Practices Affect Female Employment? Evidence Using Firm-level Data." Feminist Economics. http://www.tandfonline.com/doi/full/10.1080/13545701.2014.1000354#abstract.
- Averett, Susan L., H. Elizabeth Peters and Donald M. Waldman. 1997. "Tax Credits, Labor Supply, and Child Care." *Review of Economics* and Statistics 79 (1): 125-35.
- Baker, Michael, Jonathan Gruber and Kevin Milligan. 2008. "Universal Child Care, Maternal Labor Supply, and Family Well-Being."

 Journal of Political Economy 116 (4): 709-45.
- Cuberes, David, and Marc Teignier. 2014. "Aggregate Costs of Gender Gaps in the Labor Market: A Quantitative Estimate." UB Economics Working Papers E14/308, University of Barcelona, Barcelona
- Deere, Carmen Diana, Abena D. Oduro, Hema Swaminathan and Cheryl R. Doss. 2013. "Property Rights and the Gender Distribution of Wealth in Ecuador, Ghana and India." *The Journal of Economic Inequality* 11 (2): 249-65.
- Deere, Carmen Diana, and Cheryl R. Doss. 2006. "The Gender Asset Gap: What Do We Know and Why Does It Matter?" *Feminist Economics* 12 (1&2): 1-50.
- Deere, Carmen Diana, and Magdalena León. 2001. *Empowering Women: Land and Property Rights in Latin America*. Pittsburgh, PA: University of Pittsburgh.
- —. 2003. "The Gender Asset Gap: Land in Latin America." World Development 31 (6): 925-47.
- Demirguc-Kunt, Asli, Leora Klapper and Dorothe Singer. 2013.

 "Financial Inclusion and Legal Discrimination against Women:
 Evidence from Developing Countries." Policy Research Working
 Paper 6416, World Bank, Washington, DC.
- Djankov, Simeon, Rafael La Porta, Florencio Lopez-de-Silanes and Andrei Shleifer. 2003. "Courts." *Quarterly Journal of Economics* 118 (2): 453-517.
- Duflo, Esther. 2012. "Women Empowerment and Economic Development." *Journal of Economic Literature* 50: 1051-79.
- Duflo, Esther, and Christopher Udry. 2004. "Intrahousehold Resource Allocation in Côte d'Ivoire: Social Norms, Separate Accounts and Consumption Choices." NBER Working Paper 10498, National Bureau of Economic Research, Cambridge, MA.
- Eissa, Nada. 1995. "Taxation and Labor Supply of Married Women: The Tax Reform Act of 1986 as a Natural Experiment." NBER Working Paper 5023, National Bureau of Economic Research, Cambridge, MA.

- Eissa, Nada, and Hillary Williamson Hoynes. 2004. "Taxes and the Labor Market Participation of Married Couples: The Earned Income Tax Credit." *Journal of Public Economics* 88: 1931-58.
- Eissa, Nada, Henrik Jacobsen Kleven and Claus Thustrup Kreiner. 2008. "Evaluation of Four Tax Reforms in the United States: Labor Supply and Welfare Effects for Single Mothers." *Journal of Public Economics* 92 (3-4): 795-816.
- Fletschner, Diana, and Lisa Kenney. 2014. "Rural Women's Access to Financial Services: Credit, Savings, and Insurance." ESA Working Paper 11-07, Food and Agriculture Organization, Rome.
- Gloppen, Siri, and Fidelis Edge Kanyongolo. 2007. "Courts and the Poor in Malawi: Economic Marginalization, Vulnerability and the Law." *International Journal of Constitutional Law* 5 (2): 258-93.
- Gonzales, Christian, Sonali Jain-Chandra, Kalpana Kochhar and Monique Newiak. 2015. "Fair Play: More Equal Laws Boost Female Labor Force Participation." IMF Staff Discussion Note SDN/15/02, International Monetary Fund, Washington, DC.
- Hallward-Driemeier, Mary, and Ousman Gajigo. 2013. "Strengthening Economic Rights and Women's Occupational Choice: The Impact of Reforming Ethiopia's Family Law." Policy Research Working Paper 6695, World Bank, Washington, DC.
- Hussain, Zahid. 2015. Bangladesh Development Update (April 2015).

 Bangladesh Development Update. Dhaka: World Bank.
- IFC (International Finance Corporation). 2011. Strengthening Access to Finance for Women-Owned SMEs in Developing Countries. Washington, DC: IFC.
- Kabeer, Naila, Ragui Assaad, Akosua Darkwah, Simeen Mahmud, Hania Sholkamy, Sakiba Tasneem, Dzodzi Tsikata and Munshi Sulaiman. 2013. Paid Work, Women's Empowerment and Inclusive Growth: Transforming the Structures of Constraint. New York, NY: UN Women.
- Klugman, Jeni, Lucia Hanmer, Sarah Twigg, Tazeen Hasan, Jennifer McCleary-Sills and Julieth Santamaria, 2014. *Voice and Agency: Empowering Women and Girls for Shared Prosperity*. Washington, DC: World Bank Group.
- Krogh, Elsebeth, Thomas Nikolaj Hansen, Susanne Wendt and Morten Elkjaer. 2009. "Promoting Employment for Women as a Strategy for Poverty Reduction." In *Promoting Pro-Poor Growth: Employment*, 133-47. OECD.
- Lagerlöf, Nils-Petter. 2003. "Gender Equality and Long-Run Growth." Journal of Economic Growth 8 (4): 403-26.

- Law and Development Partnership. 2011. "Access to Credit for Women Entrepreneurs in Ghana: Gender Perspectives of Secured Lending Initiatives." London.
- Meinzen-Dick, Ruth S., Nancy Johnson, Agnes R. Quisumbing, Jemimah Njuki, Julia A. Behrman, Deborah Rubin, Amber Peterman and Elizabeth Waithanji. 2014. "The Gender Asset Gap and Its Implications for Agricultural and Rural Development." In *Gender in Agriculture: Closing the Knowledge Gap*, ed., Agnes R. Quisumbing, Ruth Suseela Meinzen-Dick, Terri L. Raney, André Croppenstedt, Julia A. Behrman and Amber Peterman, 91-115. Netherlands: Springer.
- Oglobin, Constantin G. 2005. "The Gender Earnings Differential in Russia after a Decade of Economic Transition." *Applied Econometrics and International Development* 5 (3): 5-26.
- Quisumbing, Agnes R., and Kelly Hallman. 2005. "Marriage in Transition: Evidence on Age, Education, and Assets from Six Developing Countries." In *The Changing Transitions to Adulthood in Developing Countries*, ed., Cynthia B. Lloyd, Jere R. Behrman, Nelly Stromquist and Barney Cohen. Washington, DC: National Academies Press.
- Quisumbing, Agnes R., Deborah Rubin, Cristina Manfre, Elizabeth Waithanji, Mara Van den Bold, Deanna Olney and Ruth S. Meinzen-Dick. 2014. "Closing the Gender Asset Gap: Learning from Value Chain Development in Africa and Asia." International Food Policy Research Institute (IFPRI) Discussion Paper 01321, IFPRI, Washington, DC.
- Robinson, Jonathan. 2012. "Limited Insurance within the Household: Evidence from a Field Experiment in Kenya." *American Economic Journal: Applied Economics* 4(4): 140-64.
- UN (United Nations) Economic and Social Council. 2014. Review and Appraisal of the Implementation of the Beijing Declaration and Platform for Action and the Outcomes of the Twenty-third Special Session of the General Assembly. Report of the Secretary-General, 15 December 2014.
- UN Women (United Nations Entity for Gender Equality and the Empowerment of Women). 2011. *Progress of the World's Women* 2011–2012: In Pursuit of Justice. New York: UN Women.
- WHO (World Health Organization). 2013. Global and Regional Estimates of Violence against Women: Prevalence and Health Effects of Intimate Partner Violence and Non-Intimate Partner Sexual Violence. Geneva: WHO.
- World Bank. 2011. World Development Report 2012: Gender Equality and Development. New York: Oxford University Press.



3. Summaries of Women, Business and the Law Reforms

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

- ✓ Reform increasing gender parity
- Reform neutral to gender parity
- X Reform decreasing gender parity

Albania

Getting a job

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

Protecting women from violence

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

Belarus

Getting a job

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

Building credit

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

Providing incentives to work

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

✓ Protecting women from violence

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

Belgium

✓ Protecting women from violence

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

Chad

✓ Going to court

Chad raised the maximum amount for the small claims court.

Chile

Accessing institutions

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

Colombia

✓ Going to court

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

Congo, Rep.

Accessing institutions

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

Reform Summaries 35

Costa Rica

Going to court

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

Croatia

Using property

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

✓ o Getting a job

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

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

Egypt, Arab Rep.

Accessing institutions

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

o Going to court

The constitution altered the composition of the constitutional court.

Protecting women from violence

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

Fiii

Accessing institutions

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

Going to court

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

Georgia

Getting a job

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

✓ Protecting women from violence

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

Germany

Accessing institutions

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

Guinea

Getting a job

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

Haiti

Accessing institutions

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

Hong Kong SAR, China

Getting a job

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

Hungary

Using property

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

✓ Protecting women from violence

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

India

Accessing institutions

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

Iran, Islamic Rep.

Getting a job

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

Israel

Getting a job

Israel introduced three days of unpaid paternity leave.

Protecting women from violence

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

Italy

Protecting women from violence

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

Jamaica

Getting a job

Jamaica repealed legislation that had restricted night work for women.

Building credit

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

Kazakhstan

Going to court

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

Getting a job

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

Kenya

Using property

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

o Getting a job

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

✓ Protecting women from violence

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

Korea, Rep.

• Protecting women from violence

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

Lao PDR

✓ Providing incentives to work

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

X Getting a job

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

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

✓ Building credit

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

Reform Summaries 37

Latvia

Getting a job

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

Protecting women from violence

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

Lebanon

Getting a job

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

Protecting women from violence

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

Lesotho

Accessing institutions

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

Luxembourg

Protecting women from violence

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

Macedonia, FYR

Getting a job

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

Protecting women from violence

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

Malawi

Providing incentives to work

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

✓ Protecting women from violence

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

Mauritius

Getting a job

Mauritius now mandates equal remuneration for work of equal value.

Mexico

Accessing institutions

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

✓ Building Credit

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

✓ Providing incentives to work

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

Mongolia

Building credit

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

Mozambique

✓ Protecting women from violence

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

New Zealand

Getting a job

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

Protecting women from violence

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

Nicaragua

Accessing institutions

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

Using property

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

Getting a job

Nicaragua introduced five days of paid paternity leave.

Protecting women from violence

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

Niger

Accessing institutions

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

Norway

Accessing institutions

Norway amended its constitution to include an equality provision.

Getting a job

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

Oman

Providing incentives to work

Oman introduced free and compulsory primary education.

Pakistan

Accessing institutions

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

✓ Protecting women from violence

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

Papua New Guinea

Accessing institutions

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

Peru

✓ Protecting women from violence

Peru enacted new legislation covering sexual harassment in public spaces.

Poland

✓ Getting a job

Poland introduced 182 days of paid parental leave.

Portugal

o Getting a job

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

São Tomé and Príncipe

Getting a job

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

Reform Summaries 39

Saudi Arabia

Accessing institutions

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

Protecting women from violence

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

Senegal

Accessing institutions

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

Serbia

Getting a job

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

Seychelles

Building credit

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

Singapore

Getting a job

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

Slovenia

✓ o Getting a job

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

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

South Africa

Getting a job

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

St. Vincent and the Grenadines

o Getting a job

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

Sudan

Accessing institutions

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

Suriname

Accessing institutions

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

Taiwan, China

Getting a job

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

Building credit

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

Tajikistan

Providing incentives to work

Tajikistan now provides public childcare services.

Thailand

x Accessing institutions

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

Togo

Accessing institutions

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

Tonga

Protecting women from violence

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

Trinidad and Tobago

Going to court

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

Tunisia

Accessing institutions

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

Going to court

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

Turkey

Providing incentives to work

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

Uganda

Accessing institutions

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

United Kingdom

Getting a job

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

United Arab Emirates

Building credit

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

Uruguay

Getting a job

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

✓ Protecting women from violence

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

West Bank and Gaza

✓ Building credit

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

Zambia

Building credit

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

Zimbabwe

Protecting women from violence

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

Reform Summaries 41



4. Data Notes

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

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

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

- Accessing institutions explores women's legal ability to interact with public authorities and the private sector in the same ways as men.
- Using property analyzes women's ability to access and use property based on their ability to own, manage, control and inherit it.
- Getting a job assesses restrictions on women's ability to work, such as prohibitions on working at night or in certain occupations. This indicator also covers laws on workrelated maternity, paternity and parental benefits, retirement age, equal remuneration for work of equal value and nondiscrimination in hiring.
- Providing incentives to work examines personal income tax credits and deductions available to women relative to men and the provision of childcare and education services.

- Building credit identifies the minimum loan thresholds of private credit bureaus and public credit registries and tracks bureaus and registries that collect information from microfinance institutions, utilities and retailers.
- Going to court considers the ease and affordability of accessing justice by examining small claims courts, women's ability to testify in court and the incidence of women judges on constitutional courts.
- Protecting women from violence examines the existence of legislation on domestic violence, sexual harassment, marital rape, age of marriage and protection orders.

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

Economy coverage and characteristics

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

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

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

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

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

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

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

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

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

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

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

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

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

ECONOMY CHARACTERISTICS

Gross national income per capita

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

Region and income group

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

Female population and labor force participation rate

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

Accessing institutions

Assumptions

It is assumed that the woman

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

Answers to the questions are based on codified law and not how that law is applied in practice. Therefore, customary law is not taken into account unless it has been codified. Questions on the status of customary law within the legal system refer to its existence and position within the hierarchy of legislation but

do not assess its content. Reciprocal restrictions that govern the conduct of both spouses are not covered; this indicator measures only restrictions that govern the conduct of the wife, but not the husband.

Constitutional rights

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

The seven questions for this subtopic are:

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

- the nondiscrimination language is present in the preamble but not in an article of the constitution, or
- there is a provision that merely stipulates that the sexes are equal, or the sexes have equal rights and obligations—this is considered to be an equality clause, or
- there is merely a provision stipulating that people are equal before the law, but no provision is dedicated to nondiscrimination, or
- there is merely language negating privileges based on categories, such as "There shall be no privileges based on birth, sex, class or religion," or
- the constitution refers to an international treaty that addresses discrimination but does not have its own nondiscrimination provision, or
- the constitution does not ban discrimination but empowers the legislative branch to enact laws fostering nondiscrimination.
- 2. If there is a nondiscrimination clause in the constitution, does it mention gender?
 - The answer is "Yes" if
 - the constitution explicitly states that gender or sex is a protected category for nondiscrimination, or
 - the nondiscrimination clause does not explicitly mention gender or sex but specifies that male and female citizens are equal without discrimination.
 - The answer is also "Yes" if there is a clawback provision granting exceptions to the nondiscrimination clause for certain areas of the law, such as inheritance, family and customary law.
 - The answer is "N/A" if there is no nondiscrimination provision.
 - The answer is "No" if
 - there is no nondiscrimination provision, or
 - there is a nondiscrimination provision that does not specify gender or sex as protected categories, or
 - the nondiscrimination language that includes sex is present in the preamble but not in an article of the constitution, or
 - there is merely a provision stipulating that the sexes are equal or the sexes have equal rights and obligations—this is considered to be an equality clause, or

- there is merely a stipulation that the sexes are equal before the law but there is no provision dedicated to nondiscrimination, or
- there is merely language negating privileges based on sex, or
- there is merely a provision entitling both sexes to fundamental rights without use of the word discrimination, although a phrase such as "without regard to sex" or "whatever his sex" is used.
- 3. Does the constitution contain a clause on equality?
 - The answer is "Yes" if there is an equal protection or a general equality provision in the constitution, and the provision applies generally to "all citizens" and does not specify women as a protected category.
 - The answer is "No" if there is no equal protection or general equality provision in the constitution.
- **4a.** Is customary law recognized as a valid source of law under the constitution?
 - The answer is "Yes" if
 - the constitution explicitly recognizes customary law or customary law courts, or
 - the constitution refers to methods by which customary law will be aligned with constitutional principles, or by which customary law is to be determined, or the constitution refers to requirements that customary chiefs be consulted before enactment of legislation, or
 - the constitution allows laws that applied before the constitution comes into force to continue to have the force of law, if the country had a robust system of customary law in place at the time.
 - The answer is "No" if
 - there is no explicit constitutional recognition of customary sources or systems of law, or
 - the constitution recognizes customary law to be applied only in certain limited territorial areas.
 - This question does not include customary contractual terms or other forms of implied usage.
- **4b.** If customary law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?
 - The answer is "Yes" if
 - the constitution provides that customary law is considered invalid if it violates other provisions of constitutional law, or

- the constitution makes reference to methods by which customary law will be aligned with constitutional principles on nondiscrimination or equality, or
- the constitution establishes that customary laws or rights are guaranteed equally to men and women.
- The answer is "No" if customary law takes precedence over constitutional nondiscrimination or equality provisions or the constitution is silent with regard to a hierarchy of laws or provisions.
- The answer is "N/A" if there are no constitutional provisions on nondiscrimination or equality, or the constitution does not explicitly state that customary law is considered a valid source of law.
- 5a. Is personal law recognized as a valid source of law under the constitution?
 - The answer is "Yes" if
 - the constitution explicitly recognizes personal or religious law, or
 - the constitution makes reference to methods by which personal law will be aligned with constitutional principles or by which personal law is to be determined, or provides for a religious council or other body to advise on the passage of personal laws, or recognizes religious systems of law or religious sources of law, or
 - the constitution allows laws that applied before the constitution came into force to remain valid, if the country had a robust system of personal law in place at the time.
 - The answer is "No" if there is no explicit constitutional recognition of religious sources or systems of law.
- **5b.** If personal law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?
 - The answer is "Yes" if the constitution provides that personal or religious law is considered invalid if it violates other provisions of constitutional law.
 - The answer is "No" if
 - personal or religious law takes precedence over constitutional provisions on nondiscrimination or equality, or
 - religious law is declared to be the basis of all legislation, and the constitution either contains a supremacy clause or is silent with regard to a hierarchy of laws or provisions.

The answer is "N/A" if there are no constitutional provisions on nondiscrimination or equality, or if personal or religious laws are not considered valid sources of law under the constitution.

Quotas

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

- **6.** What are the quotas for women on corporate boards?
 - Proportions are entered in percentage terms, e.g., 40%
 - If the quota is an absolute number and does not depend on the size of the corporate board, the answer is > 0
 - "No quota" means there is no quota in place.
 - Percentages are entered if there are quotas for private sector companies, even if they apply only to certain companies, such as those of a certain size or those listed on a stock market.
 - The answer is "N/A" if quotas exist only for public sector or government-owned companies.
 - The question does not cover voluntary or recommended quotas.
- 7. What are the quotas for women representatives in parliament?
 - Quotas reflect reserved seats and proportions are entered in percentage terms, e.g., 40%.
 - "No quota" means there is no quota in place.
 - The question does not cover voluntary or recommended quotas.
 - If the parliament has two chambers and the law specifies a quota for one but not the other, the answer reflects the quota only for the chamber that has a quota.
 - If both parliamentary chambers have quotas, only the quota for the lower chamber, e.g., the national or people's assembly, is counted.

- 8. What are the quotas for women representatives in local government?
 - This question aims to capture seat quotas for the municipal level.
 - Where the main business city is both a municipal and a federal entity, it is treated as a municipality.
 - Where municipal gender quotas vary, the quota for the municipality that includes the main business city will be reflected.
 - Proportions are entered in percentage terms, e.g., 40%.
 - "No quota" means there is no quota in place.
 - The question does not cover voluntary or recommended quotas.
- 9. What are the quotas for women representatives on candidate lists in national elections?¹
 - If there is a quota for candidate lists, the percentage will be indicated.
 - If the quota refers not to a percentage but to where women must be placed on the list (e.g., every third candidate must be a woman), this information is converted to a percentage format (in this example, 33%).
 - If the quota is an absolute number, the answer is > 0.
 - If the quota varies depending on the length of the candidate list or the number of seats contested, the highest quota is recorded.
 - "No quota" means there is no quota for candidate lists.
 - The question does not apply to quotas for internal party elections.
 - If the parliament has two chambers, and the law specifies a quota for one but not the other, the answer reflects the quota only for the chamber that has the quota. If both parliamentary chambers have quotas, only the quota for the lower chamber, e.g., the national or people's assembly, is counted.
- 10. What are the quotas for women representatives on candidate lists in local elections?²
 - This question aims to capture quotas for the municipal level.
 - Where the main business city is both a municipal and a federal entity, it is treated as a municipality.
 - If there is a quota for candidate lists, the percentage will be indicated.

- If the quota refers not to a percentage but to where women must be placed on the list (e.g., every third candidate must be a woman), this information is converted to a percentage format (in this example, 33%).
- If the quota varies depending on the length of the candidate list or the number of seats contested, the highest quota is recorded.
- If the guota is an absolute number, the answer is > 0.
- "No quota" means there is no quota for candidate lists
- This question does not apply to quotas for internal party elections.

Rights of married and unmarried women

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

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

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

- **11a.** Can an unmarried woman apply for a passport in the same way as an unmarried man?
 - The answer is "Yes" if, upon reaching the legal age
 of majority, all civil acts can be completed and there
 are no differences in the way an unmarried woman or
 man obtains a passport.
 - The answer is "No" if
 - an adult unmarried woman needs the permission or signature of a guardian to apply for a passport, or
 - the passport application of an adult unmarried woman requires a reference to her father's name or any other male relative or guardian.

- **11b.** Can a married woman apply for a passport in the same way as a married man?
 - The answer is "Yes" if upon reaching the legal age of majority, all civil acts can be completed and there are no differences in the way a married woman or man obtains a passport.
 - The answer is "No" if
 - an adult married woman needs the permission or signature of her husband in order to apply for a passport, or
 - documentation is required from a married woman that is not required from a married man, e.g., a marriage certificate, or a married woman's application requires reference to her husband's name.
- **12a.** Can an unmarried woman obtain a national ID card in the same way as an unmarried man?
 - The answer is "Yes" if there are no inequalities in the process for obtaining a national identity card.
 - The answer is "No" if
 - an unmarried woman requires additional signatures, such as those of her father or guardian, which are not required from an unmarried man, or
 - an unmarried woman must indicate the name of her father or guardian, but an unmarried man is not required to do so, or
 - identity cards are optional for a woman, but required for a man.
 - The answer is "N/A" if there is no national identity card.
- **12b.** Can a married woman obtain a national ID card in the same way as a married man?
 - The answer is "Yes" if there are no inequalities in the process for obtaining a national identity card. If married men must provide a marriage certificate or birth certificate as proof of name, whereas married women must provide a marriage certificate, the answer is still "Yes."
 - The answer is "No" if
 - a married woman must provide a marriage certificate, but a married man need not, or
 - a married woman, but not a married man, must provide additional signatures, such as those of the husband, father or guardian, or
 - a married woman must indicate the name of her spouse, but a married man is not so required, or

- identity cards are optional for women, but required for men, or
- the identity card of a married woman displays the name of her spouse, but the identity card of a married man does not.
- The answer is "N/A" if there is no national identity card.
- **13a.** Can an unmarried woman travel outside the country in the same way as an unmarried man?
 - The answer is "Yes" if there are no restrictions on an unmarried woman travelling alone internationally.
 - The answer is "No" if an unmarried woman has to have permission or additional documentation to leave the country; however, this permission must be different from what is required to get a passport, which is covered in a separate question.
- **13b.** Can a married woman travel outside the country in the same way as a married man?
 - The answer is "Yes" if there are no restrictions on a married woman travelling alone internationally.
 - The answer is "No" if
 - permission or additional documentation is required for a married woman to leave the country; however, this permission must be different from that required to get a passport, which is covered in a separate question, or
 - the law requires a married woman to accompany her husband out of the country if he so wishes.
- **14a.** Can an unmarried woman travel outside her home in the same way as an unmarried man?
 - The answer is "Yes" if there are no restrictions on an unmarried woman travelling alone domestically.
 - The answer is "No" if
 - permission, additional documentation or the presence of a guardian is required for her to travel domestically, or
 - an unmarried woman must justify her reasons to her father or guardian for leaving the home.
- **14b.** Can a married woman travel outside her home in the same way as a married man?
 - The answer is "Yes" if there are no restrictions on a married woman travelling alone domestically.

- The answer is "No" if
 - permission, additional documentation or the presence of her husband or a guardian is required for a married woman to travel domestically, or
 - a married woman must justify her reasons to her husband for leaving the home, or
 - leaving the home without a valid reason is considered disobedience with consequences under the law, for example, loss of her right to financial maintenance.
- **15a.** Can an unmarried woman get a job or pursue a trade or profession in the same way as an unmarried man?
 - The answer is "Yes" if
 - no permission is needed for an unmarried woman to get a job or practice a trade or profession, or
 - there is no restriction in family or civil law on an unmarried woman's ability to work.
 - The answer is "No" if permission or additional documentation is required, or if a guardian can prevent an unmarried woman from working.
- **15b.** Can a married woman get a job or pursue a trade or profession in the same way as a married man?
 - The answer is "Yes" if
 - no permission is needed for a married woman to get a job or practice a trade or profession, or
 - there is no restriction in family or civil law on a married woman's ability to work.
 - The answer is "No" if
 - the husband can prevent his wife from getting or keeping a job or pursuing a trade or profession, or
 - permission or additional documentation is required for a married woman to get a job, or
 - a married man can go to court to get his wife's employer to fire her from her job or force her to leave her profession, or
 - it is considered a form of disobedience with legal ramifications for a wife to engage in employment contrary to her husband's wishes or the interests of the family.
- **16a.** Can an unmarried woman sign a contract in the same way as an unmarried man?
 - The answer is "Yes" if full legal capacity is obtained upon the age of majority and there are no restrictions on an unmarried woman signing legally binding contracts.

- The answer is "No" if an unmarried woman has limited legal capacity to sign a binding contract.
- **16b.** Can a married woman sign a contract in the same way as a married man?
 - The answer is "Yes" if full legal capacity is obtained upon the age of majority and there are no restrictions on a married woman signing legally binding contracts.
 - The answer is "No" if a married woman has limited legal capacity to enter into contracts or needs the signature, consent or permission of her husband to legally bind herself.
 - This question does not concern restrictions on married women signing contracts specifically related to marital property governed by the default marital property regime; these are covered under the using property indicator.
- **17a.** Can an unmarried woman register a business in the same way as an unmarried man?
 - The answer is "Yes" if a woman obtains full legal capacity upon reaching the age of majority and there are no restrictions on an unmarried woman registering a business.
 - The answer is "No" if
 - an unmarried woman has limited legal capacity to register a business; this would include situations in which a woman may not bind herself to a legal document, or
 - the registration process requires additional information or documentation for unmarried women not required of unmarried men.
 - The answer is also "No" for member states of regional bodies, such as the Organisation pour l'Harmonisation en Afrique du Droit des Affaires (OHADA) for which supranational law applies (e.g., OHADA Acte Uniforme Révisé sur le Droit Commercial Général) when domestic law contravenes these supranational rules and limits the legal capacity of women.
- **17b.** Can a married woman register a business in the same way as a married man?
 - The answer is "Yes" if full legal capacity is obtained upon the age of majority and there are no restrictions on a married woman registering a business.
 - The answer is "No" if a married woman
 - has limited legal capacity to register a business, as when she may not legally bind herself to a contract, or

- needs her husband's permission, signature or consent to register a business, or
- must provide information or documentation at any stage of the registration process, and the requirement does not apply to a married man.
- The answer is also "No" for member states of regional bodies, such as the Organisation pour l'Harmonisation en Afrique du Droit des Affaires (OHADA) for which supranational law applies (e.g., OHADA Acte Uniforme Révisé sur le Droit Commercial Général) when domestic law contravenes these supranational rules and limits the legal capacity of women.
- **18a.** Can an unmarried woman open a bank account in the same way as an unmarried man?
 - The answer is "Yes" if there are no restrictions on an unmarried woman opening a bank account. Only provisions from the body of family law are systematically reviewed; any that exist in other types of law, such as banking regulations, are not included here.
 - The answer is "No" if specific provisions limit the ability of an unmarried woman to open a bank account, such as required permissions or additional documentation.
- **18b.** Can a married woman open a bank account in the same way as a married man?
 - The answer is "Yes" if
 - there are no restrictions on a married woman opening a bank account—only provisions from the body of family law are systematically reviewed, or
 - the law explicitly states that a married woman may open a bank account, or that both spouses may open bank accounts in their own names.
 - The answer is "No" if
 - specific legal provisions limit the ability of a married woman to open a bank account, such as those stating that a married woman who is separately employed from her husband may open a bank account in her own name, because that implies that a woman without a separate income stream may not do so, or
 - specific provisions limit the capacity of a married woman and prevent her from opening a bank account in her own name, such as required permissions or additional documentation.

- **19a.** Can an unmarried woman choose where to live in the same way as an unmarried man?
 - The answer is "Yes" if there are no restrictions on an unmarried woman choosing where to live.
 - The answer is "No" if there are explicit restrictions on an unmarried woman choosing her place of residence.
- 19b. Can a married woman choose where to live in the same way as a married man?
 - The answer is "Yes" if there are no explicit restrictions on a married woman choosing where her family may live.
 - The answer is "No" if the husband chooses the family residence or marital home or has more weight in determining where the family will live.
- **20a.** Can an unmarried woman confer citizenship on her children in the same way as an unmarried man?
 - The answer is "Yes" if
 - both the mother and the father can convey citizenship to the child in the same manner, regardless of where the child is born, or
 - there are additional procedures that must be completed by men but not by women (e.g., proof of paternity).
 - The answer is "No" if
 - only the father can convey citizenship to the child, wherever that child may have been born, or
 - additional procedures are required when citizenship is conveyed by the mother.
 - Where a citizenship law and the constitution conflict on the passage of citizenship, the answer is coded according to whichever came later in time.
- **20b.** Can a married woman confer citizenship on her children in the same way as a married man?
 - The answer is "Yes" if
 - both the married mother and father may convey citizenship to their children in the same manner, wherever the children are born, or
 - there are additional procedures that must be completed by men but not by women (e.g., proof of paternity).
 - The answer is "No" if only the married father can convey citizenship to the child, wherever that child may have been born, or if additional requirements exist when citizenship is conveyed by the mother.

- Where a citizenship law and the constitution conflict on the passage of citizenship, the answer is coded according to whichever came later in time.
- 21a. Can an unmarried woman be "head of household" or "head of family" in the same way as an unmarried man?
 - The answer is "Yes" if the definition of head of household is codified, and there are no explicit restrictions on an unmarried woman becoming "head of household" or "head of family."
 - The answer is "No" if there is an explicit restriction on an unmarried woman becoming "head of household" or "head of family;" e.g., a provision stating that only men can be designated "head of household" or "head of family" or that men "lead the family."
 - The answer is "N/A" if the definition of head of household is not codified.
- **21b.** Can a married woman be "head of household" or "head of family" in the same way as a married man?
 - The answer is "Yes" if the definition of head of household is codified, and there are no explicit restrictions on a married woman becoming "head of household" or "head of family."
 - The answer is "No" if
 - there is an explicit restriction on a married woman becoming "head of household" or "head of family," e.g., a provision stating that only husbands can be so designated or that husbands "lead the family" or "represent the family," or
 - a male is designated as the default family member who receives the family book or equivalent document that is necessary for access to services.
 - The answer is "N/A" if the definition of head of household is not codified.

Division of responsibility within marriage

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

- **22.** Can a woman convey citizenship to a non-national spouse in the same way as a man?
 - This question compares the ability of an adult married woman to legally convey her citizenship to her nonnational husband with the ability of an adult married man to do the same for his non-national wife.
 - The answer is "Yes" if
 - marriage to a national male or female equally confers some preference in naturalization to the nonnational spouse, or

- neither spouse may convey citizenship to the other; citizenship must be obtained through the general naturalization procedures with no preference of any sort given to the spouse of a national.
- The answer is "No" if
 - a national husband can convey citizenship to his non-national wife, but a national wife may not do so for her non-national husband, or
 - the ability to convey citizenship to a spouse is procedurally differentiated by gender, e.g., a woman
 married to a national receives automatic citizenship rights upon her marriage, but a man married
 to a national must wait a specific number of years
 to become a citizen.
- 23. Are married women required by law to obey their husbands?
 - The answer is "Yes" if
 - there is an explicit provision stating that a married woman must obey her husband, or
 - a provision states that disobedience toward her husband has legal ramifications for the wife, such as loss of maintenance.
 - The answer is "No" if there is no provision that a married woman must obey her husband.
- **24.** Do married couples jointly share legal responsibility for financially maintaining the family's expenses?
 - The answer is "Yes" if
 - there is an explicit provision stating that spouses have joint or shared legal responsibility for financially maintaining their family, even if husbands are primarily responsible, or
 - spouses have equal rights and responsibilities within marriage, or
 - the law is silent on the matter.
 - The answer is "No" if there are provisions stating that husbands are solely responsible for the financial support of the family.

Using property

Assumptions

It is assumed that the woman

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

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

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

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

Marital property regime

52

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

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

- 25. What is the default marital property regime?
 - The default marital property regime is the set of rules that apply to the ownership and management of property within marriage and when the marriage

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

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

 Original owner: Each spouse retains administrative power over the assets he or she brings into or acquires during the marriage and their accrued value.
 No consent is needed from the other spouse for transactions in separate property. This administrative scheme is usually found in separation of property regimes and can also be found in deferred full or partial community regimes. It does not cover special provisions concerning the marital home.

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

Protecting a wife's interests

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

- **27.** If the husband administers property, is spousal consent required for major transactions?
 - This question is designed to measure whether the law sets limits to the administrative rights granted to the husband over property to prevent deterioration that may be detrimental to the wife.
 - The answer is "Yes" where the law requires the wife to give consent to any major transaction in property the husband administers, such as selling or pledging the property as collateral.

- The answer is "No" where there is no legal requirement for the wife to consent to transactions performed by the husband in the property he administers.
- The answer is "N/A" where the husband does not solely administer marital property.
- **28.** Are there special provisions for major transactions concerning the marital home?
 - This question is designed to measure specific legal protections concerning the marital home, regardless of the default marital property regime.
 - The answer is "Yes" where the law has provisions related to administration of the marital home, such as a requirement that both spouses agree to any major transaction involving the home, including selling or pledging it as collateral, or that the court will intervene when the spouses disagree. Such provisions are particularly relevant where separation or deferred full or partial community are the default regimes.
 - The answer is "No" if the general rules on transactions related to property within marriage are followed.
- **29.** Does the law provide for valuation of nonmonetary contributions?
 - This question is designed to measure if, at the time a marriage is dissolved, the division of property benefits both spouses. The process of dividing property upon divorce is examined to identify whether caring for minor children, taking care of the family home, or any other nonmonetized contribution from the stay-at-home spouse, usually the wife, is taken into consideration.
 - The answer is "Yes"
 - where an explicit legal recognition of such contributions is found and the law provides for equal or equitable division of the property based on the nonmonetary contributions, or
 - when the default marital property regime is full community, partial community or deferred full or partial community, because these regimes implicitly recognize nonmonetary contributions at the time of property division and benefit both spouses regardless of which of them actually purchased it or holds title to it.
 - The answer is "No" where
 - the default marital property regime is separation of property or other, and there is no explicit legal provision providing for equal or equitable division of property based on nonmonetary contributions.

Property rights

This subtopic deals with the following two legal transactions:

- **30a.** Do unmarried men and unmarried women have equal ownership rights to property?
 - Ownership rights as used here covers the ability to manage, control, administer, access, encumber, receive, dispose of and transfer property.
 - The answer is "Yes" when there is no specific legal restriction related to property applied to single women or men based on gender.
 - The answer is "No" when legal restrictions on property ownership are applied to single women or men, based on gender.
- **30b.** Do married men and married women have equal ownership rights to property?
 - Ownership rights as used here covers the ability to manage, control, administer, access, encumber, receive, dispose of and transfer property. The answer to this question is based on whether husbands and wives married under the default property regime have equal ownership rights over property.
 - The answer is "Yes" when there is no specific restriction or difference in legal treatment applied to married women or men based on gender.
 - The answer is "No" when there are gender differences in the legal treatment of spousal property, for example, if husbands are granted administrative control over marital property.

Inheritance rights

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

- **31.** Do sons and daughters have equal rights to inherit assets from their parents?
 - This question examines whether there are genderbased differences in the rules of intestate succession (there is no will) for transfer of property from parents to children.
 - The answer is "Yes" when the law recognizes children as heirs to property without any restrictions based on gender.
 - The answer is "No" when there are gender-based differences in the recognition of children as heirs to property.

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

Going to court

Assumptions

It is assumed that the woman

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

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

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

Equality of access

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

- **34.** Does the law recognize personal law courts?
 - The answer is "Yes" if the constitution or another law establishes or recognizes the authority of a judicial body (e.g., court or tribunal) that is competent to exclusively hear cases and apply personal law, codified or not.
 - The answer is "No" if the constitution or another law establishes or recognizes the authority of a judicial body that is competent to hear cases and apply personal law, codified or not, in addition to laws other than personal law.
- **35.** Does a woman's testimony carry the same evidentiary weight in court as a man's?
 - This question covers all types of court cases.
 - The answer is "No" if the law explicitly differentiates between the evidentiary value of a woman's testimony and that of a man.
 - The answer is "Yes" if the law does not differentiate between the evidentiary value of a woman's testimony and that of a man.

Judicial representation

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

- **36.** How many justices are on the constitutional court?
 - For the purposes of this question, constitutional courts and court-like institutions mandated with the determination of constitutionality of laws and regulations are examined.
 - When a specific number of justices is set by law, the data reflect that number of justices.
 - When the number of justices set by law is a minimum, a maximum or a range, the data reflect the actual number of justices.
 - When a separate chamber of the highest court carries out constitutional review, the question reflects the composition of that chamber.
- 37. Of those, how many are women?
 - This question reflects how many members of constitutional courts or court-like institutions mandated with the determination of constitutionality of laws and regulations are women.

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

Efficiency of procedure

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

- 39. Is there a small claims court or a fast-track procedure for small claims?
 - Small claims courts hear only civil cases between private litigants involving relatively small amounts of money; though the names of such courts vary by jurisdiction, common features generally include relaxed rules of civil procedure, the appearance of adversaries without legal representation, the use of plain language and relaxed evidentiary rules. Fasttrack and simplified procedural rules for small claims operate similarly but the cases are tried in courts of more general jurisdiction.
 - The answer is "Yes" if
 - there is either a small claims court or a fast-track procedure for civil claims of small value, and there is a maximum value of cases that may be heard in a small claims court or fast-track procedure, or
 - the small claims court or fast-track procedure has jurisdiction to hear at least general civil cases.
 - The answer is "No" if
 - there is a small claims court or fast-track procedure but it is competent only to hear commercial claims, not all civil claims, or
 - only a few types of civil disputes are within the jurisdiction of the small-claims court (e.g., rent disputes only).
- **40.** If yes, what is the maximum amount for a small claim?
 - This indicates the highest amount for claims that can be heard in a small claims court; when different amounts apply to civil and commercial cases, the amount that applies to civil cases is used.
 - The answer is "N/A" if the economy in question has no small claims courts or fast-track procedures for civil claims of small value.
 - The answer is presented as a percentage of income per capita.

Providing incentives to work

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

Personal income tax

- 41. Are childcare payments tax deductible?
 - The answer is "Yes" if childcare expenses are listed as deductible items in the personal income tax code; for this purpose, childcare expenses cover, e.g., fees for kindergartens or crèches, daycare centers, after-school centers, in-home care and child-minding arrangements.
 - The answer is "No" if the childcare allowance granted by the government is not taxable.
- 42a. Are there tax deductions or credits specific to men?
 - This question is designed to determine whether the tax code differentiates between men and women on deductions and credits and covers instances where tax-specific deductions and credits can only be claimed by male heads of household.
 - The answer is "Yes" if
 - the personal income tax code specifies that a tax deduction or credit applies only to male taxpayers, or
 - the code provides for a tax deduction or credit that can only go to the head of household, and only men can legally be the head of household.
- 42b. Are there tax deductions or credits specific to women?
 - The answer is "Yes" if the personal income tax code provides for a tax credit or deduction that can only be claimed by female taxpayers.

Childcare and education

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

- **44.** Does the government provide free and compulsory primary education?
 - The answer is "Yes" if elementary education is mandated by the Constitution or another law and is publicly funded.

Financial support and care

- **45.** Does the government provide a child allowance to parents?³
 - This question covers financial support granted by the government to parents for children not yet old enough for primary school. Support may take such forms as vouchers or preschool fee waivers and transfers. Payments are granted while mothers work. The payments are not tax benefits and do not require attendance at preschool.
 - The answer is "Yes"
 - if allowance is granted up to a certain age and is not associated with maternity, paternity, or parental leave, or
 - even if the allowance is granted to only one of the parents.
 - The answer is "No" if the allowance is granted to a specific class of people (e.g., parents of children with disabilities).
- **46.** Must employers provide leave to care for sick relatives?⁴
 - Family care leave is granted to the employee specifically for the purpose of caring for a sick relative and does not include maternity, paternity or parental leave.
 - The answer is "Yes" if
 - the leave is to take care of a sick parent, child or other relative, or
 - the law specifies that the employer has an obligation to grant an employee leave to take care of a sick relative, or
 - the leave is granted in exceptional circumstances related to family matters.
 - The answer is "No" if the law
 - gives the employer the option to grant such leave, or
 - provides that such leave is subject to collective bargaining agreements or any other agreement, including the employer's consent, or
 - allows an employee to work part-time or have a flexible work schedule to care for a sick relative.

Building credit

Registries and bureaus

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

- **47.** What is the minimum loan amount covered in the private credit bureau or public credit registry?
 - This number reflects the lowest minimum loan amount of any credit bureau or registry in the economy in question.
 - If a credit bureau or registry collects data on loans worth less than 1% of income per capita, it is treated as if it collects data on loans of any value; thus an answer of zero here means either that there is no minimum loan amount in at least one credit bureau or registry, or that at least one credit bureau or registry collects data on loans worth less than 1% of income per capita;
 - The answer is "N/A" if there is no credit bureau or registry in the economy.
 - The answer is presented as a percentage of income per capita.
- **48a.** Do retailers provide information to private credit bureaus or public credit registries?
 - For purposes of this question, it is sufficient that any private credit bureau or public credit registry in the economy in question collects information from any retailer.
 - The answer is "N/A" if there is no private credit bureau or public credit registry.
- **48b.** Do utility companies provide information to private credit bureaus or public credit registries?
 - For purposes of this question, it is sufficient that any private credit bureau or public credit registry in the economy in question collects information from a utility company.
 - The answer is "N/A" if there is no private credit bureau or public credit registry.

- **48c.** Do microfinance institutions provide information to private credit bureaus or public credit registries?
 - High-income economies are not included in this sample because microfinance institutions are far more prevalent in developing economies. Also, because traditional bank financing is generally widely available to women in high-income economies, microfinance is less critical to women's quest for capital.
 - For purposes of this question, it is sufficient that any private credit bureau or public credit registry in the economy in question collects information from microfinance institutions.
 - The answer is "N/A" if
 - · the economy in question is high-income, or
 - there is no private credit bureau or public credit registry.

Discrimination

- **49a.** Does the law prohibit discrimination by creditors on the basis of gender in access to credit?⁵
 - The answer is "Yes" if
 - the law prohibits discrimination on the basis of gender or sex, or provides for equal access for both sexes when conducting financial transactions, such as applying for credit or loans, or
 - the law prohibits discrimination on the basis of gender or sex when conducting entrepreneurial activities or receiving financial assistance, or
 - the law prohibits discrimination on the basis of gender or sex when accessing goods and services, and the definition of services in law, regulation or government-published explanations/promotional material covers financial services, or
 - banking and financial services are not listed as services exempt from nondiscrimination laws.
 - The answer is "No" if the law does not prohibit such discrimination.
- **49b.** Does the law prohibit discrimination by creditors on the basis of marital status in access to credit?⁶
 - The answer is "Yes" if
 - the law specifically prohibits discrimination on the basis of marital status or provides for equal access irrespective of marital status when conducting financial transactions, such as applying for credit or loans, or

- the law prohibits discrimination on the basis of marital status when conducting entrepreneurial activities or receiving financial assistance, or
- the law prohibits discrimination on the basis of marital status when accessing goods and services, and the definition of services in law, regulation or government-published explanations/promotional material covers financial services, or
- banking and financial services are not listed as services exempt from nondiscrimination law.
- The answer is "No" if the law does not prohibit such discrimination.

Getting a job

Assumptions

It is assumed that the woman

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

It is assumed that the man

- Resides in the country's main business city.
- Has reached the legal age of majority and is capable of making decisions as an adult.
- Is a lawful citizen of the economy being examined.
- For purposes of determining the retirement and pensionable age, that he is currently 40 years old and started working at age 25.

- For purposes of determining paternity leave or parental leave, has a first child who was born on or after January 1, 2014, without complications, was 30 years old when his child was born, and the child is in good health.
- Is sane, competent, in good health and has no criminal record.
- Has been working long enough to accrue all benefits, including any paternity, parental or retirement benefits.
- Is working as a cashier in the food retail sector in a supermarket or grocery store of at least 60 employees.
- Has completed infant care training courses, which sometimes serve as a prerequisite for extended paternity leave.

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

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

Parental benefits

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

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

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

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

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

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

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

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

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

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

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

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

assumption is that the mother takes her full entitlement to maternity leave.

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

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

52a. Who pays maternity leave benefits?

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

52b. Who pays paternity leave benefits?

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

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

52c. Who pays parental leave benefits?

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

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

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

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

- This is the total percentage of wages covered by all sources during paid paternity leave; when different percentages of wages are covered at different stages of paternity leave, a weighted average is calculated; weights are proportional to the duration of each stage.
- If the law sets a maximum amount of paternity benefits that can be paid or does not stipulate an exact

- percentage, it is assumed that the man earns the equivalent of the average value-added per worker. The average value-added per worker is the ratio of an economy's GNI per capita to the working-age population as a percentage of the total population.
- If the answer is "N/A," no paid paternity leave is available.

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

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

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

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

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

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

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

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

- If unpaid parental leave is an individual rather than a family entitlement, the assumption is that only one parent takes it.
- **55a.** How many days of unpaid parental leave must be taken by the mother?
 - The question captures whether there is a minimum number of calendar days of unpaid parental leave that can be taken only by the mother and therefore cannot be shared with the father.
 - If the answer is "N/A," no unpaid parental leave is available.
- **55b.** How many days of unpaid parental leave must be taken by the father?
 - The question captures whether there is a minimum number of calendar days of unpaid parental leave that can be taken only by the father and therefore cannot be shared with the mother.
 - If the answer is "N/A," no unpaid parental leave is available.
- **56a.** How many days of paid parental leave must be taken by the mother?
 - The question captures whether there is a minimum number of calendar days of paid parental leave that can be taken only by the mother and therefore cannot be shared with the father.
 - If the answer is "N/A," no paid parental leave is available.
- **56b.** How many days of paid parental leave must be taken by the father?
 - The question captures whether there is a minimum number of calendar days of paid parental leave that can be taken only by the father and therefore cannot be shared with the mother.
 - If the answer is "N/A," no paid parental leave is available.

Workplace protections

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

- **57.** Does the law mandate equal remuneration for work of equal value?
 - This question captures whether employers are legally obliged to pay equal remuneration to male and female employees who do work of equal value.

- "Remuneration" refers to the ordinary, basic or minimum wage or salary and any additional emoluments payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment.
- "Work of equal value" refers not only to the same or similar jobs but also to different jobs of the same value.
- **58.** Does the law mandate nondiscrimination based on gender in hiring?
 - This question is designed to determine whether the law specifically prevents or penalizes gender-based discrimination in the hiring process; the law may prohibit discrimination in employment on the basis of gender but be silent about whether job applicants are protected from discrimination.
 - Hiring refers to the process of employing a person for wages and making a selection by presenting a candidate with a job offer.
 - Job advertisements, selection criteria and recruitment, although equally important, are not considered "hiring" for purposes of this question.
- 59. Is it prohibited for prospective employers to ask about family status?
 - This question is designed to determine whether an employer is allowed to inquire about the family status of a prospective employee during a job interview; the law may prohibit discrimination based on this information but be silent about whether employers are allowed to ask for it in the first place.
 - Family status refers to both whether the applicant is married and has children.
 - The answer is "Yes" if the employer may not ask whether the applicant is married or has children.
 - If the law prohibits employers from asking prospective employees personal information, it is assumed that family status constitutes personal information.
- **60.** Is dismissal of pregnant workers prohibited?
 - This question is designed to determine whether pregnancy can serve as grounds for dismissal.
 - The answer is "Yes" if the law explicitly prohibits or penalizes the dismissal of pregnant women.
- **61.** Are mothers guaranteed an equivalent position after maternity leave?
 - The question takes into account paid and unpaid maternity leave and captures whether the employer has

- a legal obligation to reinstate the returning employee in an equivalent or better position and salary than the employee had pre-leave.
- Where the maternity leave regime explicitly states that the employee may not be indefinitely replaced, the answer is assumed to be "Yes."
- Where the maternity leave regime explicitly establishes a suspension of the employee's contract, the answer is assumed to be "Yes."
- In economies that also have parental leave and the law guarantees return after the leave to the same or an equivalent position paid at the same rate but is silent on guaranteeing the same position after maternity leave, the answer is "Yes."
- The answer is "N/A" if no paid or unpaid maternity leave is available.
- **62.** Are employers required to provide break time for nursing mothers?
 - The answer is "Yes" if the law specifically requires firms and employers to provide break time for nursing mothers who breastfeed at work; such a requirement may depend on the size of the firm or the proportion of women it employs.
- **63.** Are parents entitled to flexible/part-time schedules?
 - The answer is "Yes" if the law offers employees who have minor children easier access to flexible work schedule arrangements or part-time work than employees who are not parents of minor children.

Retirement and pensions

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

- If retirement is governed not by age but by number of years worked or number of years in which contributions have been made, or if transitional provisions increase or decrease the retirement age over a period of years, it is assumed that the worker is currently 40 years old and started working at age 25.
- Answers are rounded to the nearest year.
- **64a.** What is the age at which a man can retire and receive full benefits?
 - It is assumed that the retiree has completed all the necessary qualifications to retire and receive full benefits.
 - If there is no national law on retirement benefits, the answer is "N/A."

- **64b.** What is the age at which a woman can retire and receive full benefits?
 - It is assumed that the retiree has completed all the necessary qualifications to retire and receive full benefits
 - If there is no national law on retirement benefits, the answer is "N/A."
- **65a.** What is the age at which a man can retire and receive partial benefits?
 - This is the age at which a man can retire but not with full pension benefits, either because he did not accumulate enough work experience or contributions, or because he has not reached the age that would qualify him for a full pension.
 - If there is no specified age at which a man can retire and receive partial benefits, the answer is the same as the age at which a man can retire and receive full benefits (see 64a).
 - If there is no national law on retirement benefits, the answer is "N/A."
- **65b.** What is the age at which a woman can retire and receive partial benefits?
 - This is the age at which a woman can retire but not with full pension benefits, either because she did not accumulate enough work experience or contributions, or because she did not reach the age that would qualify her for full pension.
 - If there is no specified age at which a woman can retire and receive partial benefits, the answer is the same as the age at which she can retire and receive full benefits (see 64b).
 - If there is no national law on retirement benefits, the answer is "N/A."
- 66a. What is the mandatory retirement age for men?
 - This is the age at which a man must cease employment or loses the right to continue working for his employer. Even if the law allows employers and employees to contract for work beyond that age, retirement is still considered mandatory because the employer can legally oblige the employee to retire.
 - "N/A" means there is no age at which a man is required to retire.
- **66b.** What is the mandatory retirement age for women?
 - This is the age at which a woman must cease employment or loses the right to continue working for her employer. Even if the law allows employers and

- employees to contract for work beyond that age, retirement is still considered mandatory because the employer can legally oblige the employee to retire.
- "N/A" means there is no age at which a woman is required to retire.

Working hours and industry restrictions

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

- **67.** Can nonpregnant and nonnursing women work the same night hours as men?
 - This question is designed to determine whether nonpregnant and nonnursing women—but not men—are prohibited from working at night. Night-hour restrictions on women in specified industries are captured in later questions.
 - The answer is "Yes" if there are no restrictions on women working at night. If the law conditions women's ability to work at night on employer compliance with safety measures (such as providing transportation to and from work), the answer is also "Yes."
 - The answer is "No" if the law
 - · broadly prohibits women from working at night, or
 - broadly prohibits women from working at night but provides for exceptions, such as in cases of force majeure.
 - Where the law indicates that a given ministry or minister may promulgate regulations restricting women's work at night, this is considered a restriction.
- **68.** Can nonpregnant and nonnursing women do the same jobs as men?
 - This question is designed to determine if there are specific jobs that women explicitly or implicitly cannot perform except in limited circumstances.
 - Both partial and full restrictions on women's work are counted as restrictions. For example, if women are only allowed to work in certain jobs within the mining industry, e.g., as health care professionals within mines but not as miners, this is a restriction.
 - Explicit restrictions on women doing certain jobs, such as mining, are examined, as are implicit restrictions stating that women cannot work in "hazardous"

- or "arduous" conditions, or in jobs deemed morally or socially inappropriate.
- Where the law indicates that a given ministry or minister may promulgate regulations restricting women's work in particular industries, this is considered a restriction.

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

Implicit restrictions

- **69a.** Can nonpregnant and nonnursing women work in jobs deemed hazardous in the same way as men?
 - The answer is "Yes" if there are no laws that prohibit women from working in a broad and subjective category of jobs deemed "hazardous."
 - The answer is "No" if the employer can determine whether particular jobs are too hazardous for women but not for men. In such cases, the law explicitly uses the term "hazardous" or its synonyms to describe a broad category of jobs that women—but not men—are prohibited from doing. Work of a hazardous nature includes, for example, jobs that could have a harmful effect on or increased risk to women's lives or health, given women's psycho-physical qualities, or jobs not deemed to have a harmful effect on or increased risk to men's life or health given men's psycho-physical qualities.
 - Where the law indicates that a given minister or ministry may promulgate regulations restricting women's work in hazardous jobs, the answer is "No."
- **69b.** Can nonpregnant and nonnursing women work in jobs deemed morally or socially inappropriate⁷ in the same way as men?
 - The answer is "Yes" if there are no laws that prohibit women from working in a broad and subjective category of jobs deemed morally or socially inappropriate.
 - The answer is "No" if the employer can determine whether particular jobs are morally inappropriate or socially harmful for women but not for men. In such cases, the law explicitly uses the term "morally inappropriate" or its synonyms to describe a broad category of jobs that women—but not men—are prohibited from doing. Work that is morally inappropriate includes, for example, employment that is considered not in accordance with the "moral development" only of women.
 - Where the law indicates that a given minister or ministry may promulgate regulations restricting women's

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

- **69c.** Can nonpregnant and nonnursing women work in jobs deemed arduous in the same way as men?
 - The answer is "Yes" if there are no laws that prohibit women from working in a broad and subjective category of jobs deemed arduous.
 - The answer is "No" if the employer can determine whether particular jobs are too arduous for women but not for men. In such cases, the law explicitly uses the term "arduous" or its synonyms to describe a broad category of jobs that women—but not men are prohibited from doing. Work of an arduous nature includes jobs that involve particularly hard manual labor or jobs that are considered to exceed women's capabilities.
 - Where the law indicates that a given minister or ministry may promulgate regulations restricting women's work in arduous jobs, the answer is "No."

Explicit restrictions on occupations and sectors

- **70a.** Can nonpregnant and nonnursing women work in mining in the same way as men?
 - The answer is "Yes" if there are no restrictions on women working in the mining industry.
 - The answer is "No" if there are full or partial restrictions on women working in the mining industry.
- **70b.** Can nonpregnant and nonnursing women work in factories in the same way as men?
 - The answer is "Yes" if there are no restrictions on women working in factories.
 - The answer is "No" if there are full or partial restrictions on women working in factories.
- **70c.** Can nonpregnant and nonnursing women work in construction in the same way as men?
 - The answer is "Yes" if there are no restrictions on women working in construction.
 - The answer is "No" if there are full or partial restrictions on women working in construction.
- **70d.** Can nonpregnant and nonnursing women work in the same occupations as men?⁸
 - The answer is "Yes" if there are no restrictions on women working in specific occupations or sectors other than mining, construction and factory work.

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

Explicit restrictions on job-related tasks

- **71a.** Can nonpregnant and nonnursing women work in metalworking in the same way as men?
 - The answer is "Yes" if there are no restrictions on women working in metal work.
 - The answer is "No" if there are full or partial restrictions on women working in metal work.
- **71b.** Can nonpregnant and nonnursing women engage in jobs requiring lifting weights above a threshold in the same way as men?
 - The answer is "Yes" if there are no restrictions on women engaging in jobs with a minimum weightlifting requirement, or if there are no differences between the amount of weight men and women can lift.
 - The answer is "No" if there are full or partial restrictions on women engaging in such jobs.
 - The answer is also "No" if women cannot perform work requiring heavy lifting, for example, if the law prohibits women from working in jobs that involve the loading and unloading of goods.
- **71c.** Can nonpregnant and nonnursing women do the same job-related tasks as men?⁹
 - Job-related tasks refers to specified actions women are prohibited from doing, materials or substances women are prohibited from working with, or particular settings women are prohibited from working in. For purposes of this question, metalwork and lifting weights above a set threshold are not included because they are captured separately in previous questions.
 - The answer is "Yes" if there are no restrictions on women doing the same job-related tasks as men.
 - The answer is "No" if there are restrictions on women doing particular job-related tasks but not on men doing them.

Protecting women from violence

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

Assumptions

It is assumed that the woman

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

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

Domestic violence

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

- **72.** Is there domestic violence legislation?
 - The answer is "Yes" if
 - there is legislation addressing domestic violence: violence between spouses, within the family or members of the same household, or in interpersonal relationships, including intimate partner violence that is subject to criminal sanctions or provides for protection orders for domestic violence, or
 - the legislation addresses "cruel, inhuman or degrading treatment" or "harassment" that clearly affects physical or mental health, and it is implied that such behavior is considered domestic violence.
 - The answer is "No" if
 - there is no legislation addressing domestic violence, or what does so refers to or prohibits domestic violence but does not provide for sanctions or orders of protection, or
 - the provision enables a woman to obtain a protection order only if the husband has been convicted of the offense or the wife has ceased to reside in the common home, or

- the provision protects only a specific category of women (e.g., pregnant) or defines the offense in terms of specific motives (e.g., violence against a person in connection with performing a professional or civil duty), or
- there is only a provision that heightens penalties for general crimes covered in the criminal code if committed between spouses or within the family.
- **73.** If there is no legislation specifically protecting against domestic violence, are there aggravating penalties¹⁰ for crimes against a spouse or family member?¹¹
 - The answer is "Yes" if penalties are increased for offenses committed by a spouse, family member or intimate partner but there is no other provision on domestic violence.
- 74. Are there clear criminal penalties for domestic violence?¹²
 - The answer is "Yes" if
 - the law addressing domestic violence clearly establishes criminal penalties for domestic violence offenses, or
 - the domestic violence law does not prescribe criminal sanctions but states that domestic violence offenses will be sanctioned in accordance with the criminal code or
 - domestic violence is addressed in the criminal code, which criminalizes violence by or against a spouse, a family member or an intimate partner, or
 - the criminal code provides for aggravated penalties if an offense is committed by or against a spouse, a family member or an intimate partner.
 - The answer is "No" if
 - the domestic violence law does not provide for criminal sanctions or the provision on sanctions does not protect individuals from violence by or against a spouse, a family member or an intimate partner, or
 - the provision addressing domestic violence prohibits only the conduct or establishes only noncriminal penalties or penalties for violating a protection order.
- **75a.** Does domestic violence legislation cover physical violence?
 - The answer is "Yes" if
 - the term "physical" violence or abuse is clearly defined or stated in the law or provision as a form of domestic violence, or

- the language in the provision can clearly be interpreted as treating physical violence or abuse as a form of domestic violence, including cruel or inhuman treatment, or harassment if stated as affecting physical health.
- The answer is "No" if the domestic violence law does not use the term "physical" violence or abuse or other language that can clearly be interpreted as physical violence or abuse.
- **75b.** Does domestic violence legislation cover sexual violence?
 - The answer is "Yes" if
 - the term "sexual" violence or abuse is clearly defined or stated in the law or provision as a form of domestic violence, or
 - language in the provision can clearly be interpreted as treating sexual violence or abuse as a form of domestic violence, including rape between spouses.
 - The answer is "No" if
 - the domestic violence law does not contain the term "sexual" violence or abuse or other language that can clearly be interpreted as referring to sexual violence or abuse, or
 - the provision on sexual abuse is not classified as occurring within the context of domestic violence, or if legislation on sexual abuse covers only female genital mutilation or rape.
- **75c.** Does domestic violence legislation cover emotional violence?
 - The answer is "Yes" if
 - the term "psychological" or "emotional" violence or abuse is clearly defined or stated in the law as a form of domestic violence, or
 - the law contains language that can clearly be interpreted as psychological or emotional violence or abuse being a form of domestic violence, such as outrages upon personal dignity, humiliating and degrading treatment and harassment, if affecting mental health, and harm, if interpreted as emotional harm.
 - The answer is "No" if the domestic violence law does not contain the term "psychological" or "emotional" violence or abuse or other language that can clearly be interpreted as psychological or emotional violence or abuse.

- **75d.** Does domestic violence legislation cover economic violence?
 - The answer is "Yes" if
 - the term "financial" or "economic" violence or abuse is clearly defined or stated in the law as a form of domestic violence, or
 - the law contains language that can clearly be interpreted as financial or economic violence or abuse, or
 - a provision covers the use of violence that causes or results in consequences affecting the livelihood of the victim.
 - The answer is "No" if the domestic violence provision does not use the term "financial" or "economic" violence or abuse, or other language that can clearly be interpreted as financial or economic violence or abuse.
- Does legislation on domestic violence protect family members?¹³
 - The answer is "Yes" if
 - the law addressing domestic violence clearly protects spouses or married couples, or
 - the law clearly protects family members or members of the same household, including cohabiting individuals.
 - The answer is "No" if the law addressing domestic violence does not cover married couples, spouses, family members or members of the same household.
- 77. Does domestic violence legislation protect former spouses?¹⁴
 - The answer is "Yes" if it clearly protects former partners or spouses.
 - The answer is "No" if it does not clearly protect former partners or spouses.
- **78.** Does domestic violence legislation protect unmarried intimate partners?
 - The answer is "Yes" if the legislation clearly protects women in unmarried, intimate relationships, including cohabiting and noncohabiting partners.
 - The answer is "No" if the legislation only covers married couples or spouses and does not protect women in unmarried, intimate relationships.
 - The answer is also "No" if the legislation covers de facto spouses, defined as persons who have gone through a form of ceremony recognized as a marriage but that has not been registered or is not capable of being registered.

- 79. Do protection orders for domestic violence exist?¹⁵
 - The answer is "Yes" if victims of domestic violence can obtain a protection order in cases of domestic violence.
- **80.** Do protection orders provide for removal of the perpetrator from the home?¹⁶
 - The answer is "Yes" if the protection order obtained in cases of domestic violence provides for removal of the perpetrator from the home or ensures the perpetrator does not approach the home.
- **81.** Do protection orders cover prohibition of contact and maintaining distance from the survivor?¹⁷
 - The answer is "Yes" if the protection order obtained in cases of domestic violence provides for prohibiting contact with the survivor and/or requiring the perpetrator to maintain a geographic distance from the survivor or contains similar language.
- **82.** Is there a specialized court or procedure for cases of domestic violence?
 - The answer is "Yes" if the law
 - establishes a court with exclusive jurisdiction on matters related to domestic violence, or
 - provides revised rules of civil procedure or specially trained judges for matters related to domestic violence in a nonspecialized court, or
 - establishes special procedures for protection or restraining orders for cases of domestic violence.
 - The answer is "No" if there are no special courts, procedures or protection or restraining orders for cases of domestic violence.

Sexual harassment

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

- **83a.** Is there legislation that specifically addresses sexual harassment?
 - The question is meant to capture whether there is a law or specific provisions on sexual harassment; provisions may be general or apply only to employment.

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

Data Notes 67

- 83b. Are there civil remedies for sexual harassment?¹⁹
 - The question covers whether the law provides for civil remedies such as compensation for victims of sexual harassment or recovery of monetary damages.
 - The answer is "Yes" if
 - the legislation provides for civil remedies or compensation for victims of sexual harassment, or
 - there is a provision on sexual harassment in the criminal code that provides for reparation of damages for offenses covered by the code.
- 83c. Are there criminal penalties for sexual harassment?
 - The answer is "Yes" if legislation specifies criminal sanctions, such as fines and imprisonment, for sexual harassment.
 - The answer is "No" if
 - there are no criminal sanctions for sexual harassment, or
 - the legislation on sexual harassment refers to penalties for more serious offenses in the criminal code, such as sexual assault, or
 - the law prohibits only sexual harassment in employment and sets forth only that the employer should apply discretionary sanctions.
- 84a. Is there legislation on sexual harassment in employment?
 - The question covers provisions on sexual harassment in the workplace or in employment, whether or not sanctions apply.
 - The answer is "Yes" if
 - there is legislation that specifically protects against sexual harassment in employment, including unwelcome sexual advances, requests for sexual favors, verbal or physical conduct or gestures of a sexual nature, annoyance if understood to include harassment with sexual content, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another in connection with employment, including provisions on inducing indecent or lewd behavior coupled with financial or official dependence or authority, abuse of position or authority, or language that can be clearly interpreted to mean such dependence or abuse, or
 - sexual harassment is deemed discrimination in employment, and the law protects against discrimination.

- The answer is "No" if
 - there is no legislation specifically addressing sexual harassment in employment, or
 - a behavior or gesture of sexual nature uses force or violence or the threat of force or violence, which is understood to constitute a crime, e.g., sexual assault or abuse, or
 - the conduct covered by legislation is not directed at a specific individual, or
 - the legislation allows an employee to terminate an employment contract based on sexual harassment but provides for no other protection, although a provision allowing the employer to terminate an employee's contract for committing sexual harassment will be taken into account, or
 - the legislation covers only public or only private sector employees, but not both, or
 - the legislation protects only a specific category of women or only a specific area of employment, e.g., protection from sexual harassment in political functions, or applies only to government or stateowned enterprises, or
 - the legislation refers only to sexual acts, including intercourse or copulation, as clearly involving contact of or with genital organs, or
 - the legislation states only that the employer has a duty to take measures to prevent sexual harassment, but there are no provisions prohibiting or providing sanctions for sexual harassment, or
 - the legislation addresses harassment in general but makes no reference to acts of a sexual nature or contact.
- **84b.** Are there civil remedies for sexual harassment in employment?²⁰
 - The question covers whether the law provides for civil remedies for sexual harassment in employment, such as compensation for victims or recovery of monetary damages.
 - The answer is "Yes" if
 - the legislation provides for civil remedies or compensation for victims of sexual harassment in employment, or
 - there is a provision on sexual harassment in the workplace in the criminal code that provides for reparation of damages for offenses covered by the code.

- **84c.** Are there criminal penalties for sexual harassment in employment?
 - The question covers sanctions such as imprisonment or fines specifically for sexual harassment in the workplace.
 - The answer is "Yes" if the legislation specifies criminal sanctions, such as fines and imprisonment, for sexual harassment in employment.
 - The answer is "No" if
 - there are no criminal sanctions for sexual harassment in employment, or
 - the law on sexual harassment refers to penalties for more serious offenses in the criminal code, such as for sexual assault, or
 - the law prohibits sexual harassment in employment but states only that the employer should apply discretionary sanctions.
- **85.** Is there legislation on sexual harassment in education?
 - The question covers provisions addressing sexual harassment in education, educational facilities, schools or where the offender is in the role of educator, professor or in charge of the education of the victim, whether or not there are sanctions associated with the provision.
 - The answer is "Yes" if the legislation specifically covers sexual harassment in education or contains language that can clearly be interpreted as sexual harassment in education.
 - The answer is "No" if
 - the legislation does not specifically cover sexual harassment in education, or
 - it covers sexual harassment only in public or only in private education, but not in both.
- **86.** Is there legislation on sexual harassment in public places?
 - The answer is "Yes" if the legislation specifically covers sexual harassment in public places, including public spaces, in the public life or sphere, or in transportation.
 - The answer is "No" if the legislation does not cover sexual harassment in public places, public spaces, in public, in the public life or sphere, or in transportation.

Child and early marriage

- 87a. What is the legal age of marriage for boys?²¹
 - The legal age of marriage for boys is the age at which boys can be married without parental or another authority's consent.
 - The legal age of marriage for boys is also the age before which boys are not allowed to be married, assuming no exceptions are provided for.
- 87b. What is the legal age of marriage for girls?²²
 - The legal age of marriage for girls is the age at which girls can be married without parental or another authority's consent.
 - The legal age of marriage for girls is also the age before which girls are not allowed to be married, assuming no exceptions are provided for.
- **88.** Are there any exceptions to the legal age of marriage?²³
 - The answer is "Yes" if girls or boys may get married before the specified legal age of marriage with the consent of, e.g., a parent, guardian, the judge, the court, or any other authority.
- **89.** Does the law prohibit or invalidate child or early marriage?²⁴
 - The answer is "Yes" if there are provisions that prevent the marriage of girls, boys, or both before they reach the legal age for marriage or the age of marriage with consent, including, for example, a prohibition on registering the marriage or provisions stating that such a marriage is null and void.
 - The answer is "No" if
 - there are no provisions invalidating the marriage or prohibiting the registration under a minimum age, or
 - the marriage is invalid based on lack of consent of the parent or guardian when the law does not set a minimum age.
- **90.** Are there penalties in the law for authorizing or knowingly entering into child or early marriage?²⁵
 - The answer is "Yes" if there are enforcement measures or sanctions in the law against anyone who allows, registers or celebrates the marriage of girls or boys violating the legal age requirements, including for any party to the marriage who is over the legal age of marriage and knowingly marries someone not of legal age.

Data Notes 69

Marital rape

- 91. Does legislation explicitly criminalize marital rape?²⁶
 - The answer is "Yes" if
 - there is legislation that explicitly criminalizes the act of marital rape by providing that rape or sexual assault provisions apply "irrespective of the nature of the relationship" between the perpetrator and complainant or by stating that "no marriage or other relationship shall constitute a defense to a charge of rape or sexual assault under the legislation." or
 - there is legislation that explicitly criminalizes the act of rape between (i) persons in marital relationships; (ii) relatives, when the law explicitly considers spouses relatives (but not for relatives in general); or (iii) persons in situations of abuse or dependency of family position (but not of dependency in general), when the law clearly includes spouses within the definition of family; or when legislation that explicitly criminalizes the act of rape states that the spouse is a potential offender or is not exempt from charges, or
 - marital relationships are an aggravating factor for the crimes of rape and sexual assault that includes elements of rape, or if the law sets out conditions in which the penalty for marital rape or rape by the husband is mitigated so that the criminalization of marital rape can be inferred.
 - The answer is "No" if
 - there are no criminal sanctions for the offense (i.e., the law only "prohibits" the act, provides for the application of protection orders, or "allows a judge to order a husband not to rape his wife"), or
 - the provision on marital rape applies only if the spouses are separated or in the process of getting separated, or
 - the provision covers only relationships of dependency in general, or financial or official dependence, or
 - the provision on rape applies only in certain circumstances, such as sickness, or
 - the provision applies only to family members, and spouses are not clearly included in the definition of family.

- **92.** If there is no specific provision that explicitly criminalizes marital rape, can a woman otherwise file a criminal complaint against her husband for rape?²⁷
 - The answer is "Yes" if legislation entitles a woman to file a complaint for rape against her husband or partner, and does not exclude spouses from its application.
 - The answer is "No" if
 - the legislation on rape or sexual assault contains exemptions that prevent spouses from being charged with the offense or states that there is no crime of rape between husband and wife or within marriage, or
 - rape is not a codified crime.
- **93.** Is the husband exempt from facing criminal penalties for rape (marital rape exemption)?²⁸
 - The answer is "Yes" if
 - the legislation on rape or sexual assault, or general criminal law, exempts husbands or spouses from being charged with the offense or clearly states that there is no crime of rape between husband and wife or within marriage, or
 - the provision on rape between spouses is conditioned on the act being committed with violence.
- **94.** Are perpetrators exempt from facing criminal charges for rape if they marry the victim?²⁹
 - The answer is "Yes" if
 - the legislation on rape or sexual assault, or general criminal law, exempts the perpetrator from being charged with the offense if he marries the victim after the crime, or
 - the legislation provides for mitigated penalties if the perpetrator marries the victim after the crime.

Summary of methodology changes

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

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

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

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

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

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

Getting a job: the assumption that the woman or man is a non-managerial employee in the manufacturing sector working for a firm of at least 50 employees has been modified. It is now assumed that the woman or man is a cashier in the food retail sector working for a supermarket or grocery store of at least 60 employees. For questions on the length of paid and unpaid parental leave, an assumption has been added that only one parent takes the full parental leave entitlement where parental leave is an individual entitlement. The questions on industry restrictions for women's work have been further disaggregated into 10 specific areas, rather than the previous 8. A question has been added to capture if there is any other sector where women cannot work apart from mining, construction

and factories, which are considered separately. Additionally a question has been added to capture whether there are any other job-related tasks that women cannot do, apart from metalwork or lifting weights above a certain threshold, which are examined separately. The question on whether non-pregnant and non-nursing women can work the same night hours as men now captures laws that broadly restrict women from working at night. Previously, restrictions on women working at night in factories were also captured by this question, as it was assumed that the woman works in the manufacturing sector. Where the law conditions women's ability to work at night on employer compliance with safety measures (such as providing transportation to and from work), a restriction is not counted, as legislating safety measures can facilitate women's ability to work at night.

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

Data Notes 71

Notes

- 1 This is a new question.
- 2 This is a new question.
- 3 This is a new question.
- 4 This is a new question.
- 5 This is a new question.
- 6 This is a new question.
- 7 "Morally inappropriate" jobs are often not defined objectively but are left to employers to determine subjectively. However, some economies categorize such jobs as distributing images, working in casinos, or producing alcohol as morally inappropriate.
- 8 This is a new question.
- 9 This is a new question.
- "Aggravated penalties" refers to circumstances that heighten the severity of the criminal act, leading to an increase in the perpetrator's penalty or punishment.
- 11 This is a new question.
- 12 This is a new question.
- 13 This is a new question.
- 14 This is a new question.
- 15 This is a new question.
- 16 This is a new question.
- 17 This is a new question.
- 18 UNHCR. 2005. "UNHCR's Policy Framework on Harassment, Sexual Harassment and Abuse of Authority." http://www.un.org /womenwatch/osagi/UN_system_policies/(UNHCR)policy_on _harassment.pdf
- 19 This is a new question.
- 20 This is a new question.
- 21 This is a new question.
- 22 This is a new question.
- 23 This is a new question.
- 24 This is a new question.
- 25 This is a new question.
- This is a new question.This is a new question.
- ·
- 28 This is a new question.
- 29 This is a new question.



	AFGHANISTAN	ALBANIA
REGION	South Asia	Europe & Central Asia
INCOME GROUP	Low income	Upper middle income
FEMALE POPULATION	15,422,818	1,445,100
FEMALE LABOR FORCE PARTICIPATION	16%	52%
ACCESSING INSTITUTIONS	1511	
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	No	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A
Quotas	Newste	No south
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No quota	No quota No quota
9. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?	No quota	30%
10. What are the guotas for women on candidate lists for local government?	No quota	30%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	No No	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	No No	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	No Yes Yes Yes	Yes Yes Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	No Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A
Division of responsibility within marriage	1971	1977
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	Yes	No
24. Must spouses jointly financially maintain the family?	No	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Partial community of property
26. Who administers marital property?	Original owner	Both must agree
Protecting a wife's interests	NI/A	NI /A
27. If the husband administers property, is spousal consent required for major transactions?28. Are there special provisions governing the marital home?	N/A No	N/A Yes
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	No No	Yes Yes
Inheritance rights		·
31. Do sons and daughters have equal inheritance rights?	No	Yes
32. Do female and male surviving spouses have equal inheritance rights?	No	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	Yes	No
35. Is a woman's testimony afforded equal weight to that of a man?	No	Yes
Judicial representation	0	0
36. How many justices are on the constitutional court? 37. Of those, how many are women?	9	9 2
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure	1.2	
39. Is there a small claims court/fast track procedure?	No	No
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	N/A
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
	ies	
Financial support and care		Ver
Financial support and care 45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	No No	Yes Yes

		AFGHANISTAN				ALBANIA			
BUILDING CREDIT									
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
Discrimination of the section of the	N/A	N/A	N/A		No	No	Yes		
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			I Status No	Gender No		
GETTING A JOB		10	: 110			10	: 110		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No		
51. How much of such leave is paid (days)?	90	10	N/A		365	N/A	N/A		
52. Who pays for such leave?	Emp	Emp	N/A		Gov	N/A	N/A		
53. What % of wages are paid?	100%	100%	N/A		65%	N/A	N/A		
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A N/A	N/A N/A			N/A N/A	N/A N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	, ,	lo				lo			
58. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es			
59. Is it prohibited for prospective employers to ask about family status?		lo				lo			
60. Is dismissal of pregnant workers prohibited?		lo				es			
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			N	lo			
62. Are nursing mothers entitled to nursing breaks?		es				es			
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	N/A	N/A			64	65			
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	N/A 65	N/A 65			61 N/A	62 N/A			
	0.5	0.5			IN/A	IN/A			
Working hours and industry restrictions 67. Can women and men work the same night hours?		No			\	⁄es			
68. Can women and men do the same jobs?		No				Vo			
·			ista	Arduous	Hazardous	,	ista	Arduous	
69. Can women work in these types of jobs in the same way as men:	Hazardous No		r <mark>appropriate</mark> Yes	Arduous No	Yes		appropriate /es	Arduous Yes	
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other	
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting			
	Yes	Yes	Yes		Yes	No	Yes		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence									
72. Is there domestic violence legislation?	N	lo			Y	es			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	lo			N	/A			
74. Are there clear criminal penalties for domestic violence?	N								
		lo			Y	es			
75. Does domestic violence legislation cover the following abuse:	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional		
76. Does domestic violence legislation protect family members?	Physical No	Sexual No	Emotional No	Economic No	Physical Yes	Sexual Yes	Emotional Yes	Yes Yes	
, ,	Physical No	Sexual No			Physical Yes	Sexual Yes			
77. Does domestic violence legislation protect former spouses?	Physical No	Sexual No lo			Physical Yes Y	Sexual Yes es			
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical No No N	Sexual No			Physical Yes Yes Yes	Sexual Yes			
77. Does domestic violence legislation protect former spouses?	Physical No	No No lo lo			Physical Yes Yes Yes Yes	Yes es es			
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical No No N N N N N N N N	No lo lo lo			Physical Yes Yes Yes Yes Yes	Yes es es es es			
 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 	Physical No	Sexual No lo lo lo lo lo			Physical Yes Yes Yes Yes Yes Yes	Yes es es es es es	Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical No	Sexual No lo lo lo lo lo co lo	No Criminal		Physical Yes Yes Yes Yes Yes Yes	Yes Yes es es es es Civil	Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical No	No lo	No Criminal penalties		Physical Yes	Sexual Yes es es es es Civil remedies	Yes Criminal penalties		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical No	Sexual No lo lo lo lo lo co lo	No Criminal		Physical Yes Yes Yes Yes Yes Yes	Yes Yes es es es es Civil	Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical No No No No No No No No Legislation No	No lo lo lo lo lo co lo co lo co lo	Criminal penalties No		Physical Yes	Sexual Yes es es es es cos cos cos cos cos cos cos cos cos co	Yes Criminal penalties Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical No No No No No No No No Legislation No No	No lo	Criminal penalties No		Physical Yes	Sexual Yes es es es es es es es es ey es es ey es ey	Yes Criminal penalties Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Physical No No No No No No No No Legislation No No	Sexual No lo	Criminal penalties No		Physical Yes	Sexual Yes es es es es es es ey es Givil remedies Yes Yes es es es es es	Yes Criminal penalties Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical No No No No No No No No Legislation No	Sexual No lo lo lo lo lo lo lo lo l	Criminal penalties No		Physical Yes	Sexual Yes es e	Yes Criminal penalties Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical No No No No No No Legislation No	Sexual No lo	Criminal penalties No		Physical Yes Yes Yes Yes Yes Yes Yes Yes	Sexual Yes es e	Yes Criminal penalties Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical No No No No No No Legislation No	Sexual No lo	Criminal penalties No		Physical Yes	Sexual Yes es e	Yes Criminal penalties Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Physical No No No No No No Legislation No	Sexual No lo	Criminal penalties No		Physical Yes	Sexual Yes es e	Yes Criminal penalties Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized? Marital rape	Physical No No No No No No Legislation No	Sexual No lo lo lo lo co civil remedies No lo lo lo lo lo lo lo lo lo	Criminal penalties No		Physical Yes	Sexual Yes es e	Yes Criminal penalties Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical No No No No No No Legislation No	Sexual No lo lo lo lo co civil remedies No No lo lo lo lo lo lo lo lo	Criminal penalties No		Physical Yes	Sexual Yes es e	Yes Criminal penalties Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Physical No No No No No Legislation No	Sexual No lo lo lo lo co civil remedies No lo lo lo lo lo lo lo lo lo	Criminal penalties No		Physical Yes Yes Yes Yes Yes Yes Yes Negislation Yes Yes Yes Negislation Yes Yes Negislation Negislation Yes Yes Negislation N	Sexual Yes es e	Yes Criminal penalties Yes	Yes	

	ALGERIA		ANGOLA		
P.C.O.V.				_	
REGION			& North Africa		Sub-Saharan Africa
INCOME GROUP			Idle income		Upper middle income
FEMALE POPULATION			15,898		11,158,094
FEMALE LABOR FORCE PARTICIPATION		16	5%		65%
ACCESSING INSTITUTIONS					
Constitutional rights					
1. Does the constitution contain a clause on nondiscrimination?	Y	Yes)	es es
2. If yes, does it mention gender?	Υ	Yes		Y	'es
3. Does the constitution contain a clause on equality?	Υ	Yes		١	⁄es
	Recognized	Invalid		Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Yes	Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	No		No	N/A
Quotas					
6. What are the quotas for women on corporate boards?	No	quota		No	quota
7. What are the quotas for women in parliament?	No	No quota		No	quota
8. What are the quotas for women in local government?	No	No quota		No	quota
9. What are the quotas for women on candidate lists for parliament?	5/	50%		No	quota
10. What are the quotas for women on candidate lists for local government?	3'	5%		No	quota
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	No	Yes		Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	No	Yes		Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman qet a job in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		Yes	Yes
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?	Y	Yes)	'es
23. Are wives required to obey their husbands?	N	No		l l	No
24. Must spouses jointly financially maintain the family?	Υ	Yes		Y	'es
JSING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Sep	paration of prop	perty	Partial	community of property
26. Who administers marital property?		Original owner	٢		Both must agree
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	N.	N/A		N	I/A
28. Are there special provisions governing the marital home?	1	No			No
29. Does the law provide for valuation of nonmonetary contributions?	N	No)	'es
Property rights	Married	Unmarried		Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes
Inheritance rights					
31. Do sons and daughters have equal inheritance rights?	1	No		١	'es
32. Do female and male surviving spouses have equal inheritance rights?	1	No		١	'es
OING TO COURT					
Equality of access					
33. Are customary law courts recognized?		No			Vo
34. Are personal law courts recognized?		Yes			Vo
34. Are personal law courts recognized? St. Is a woman's testimony afforded equal weight to that of a man?		Yes		_	vo 'es
	ı	.62			es
Judicial representation 36. How many justices are on the constitutional court?		9			11
37. Of those, how many are women?		2			4
38. Is the Chief Justice a woman?		No .			Vo Vo
	ľ	VU			NO .
Efficiency of procedure 89. Is there a small claims court/fast track procedure?		No			No
40. If yes, what is the maximum amount (%GNI/capita)?		N/A			NO I/A
	IN	I/A		ľ	I/A
ROVIDING INCENTIVES TO WORK					
Personal income tax		M.			d.
41. Are childcare payments tax deductible?	N	No			No :
	Men	Women		Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No		No	No
Childcare and education					
43. Is childcare subsidized or publicly provided?	Y	Yes)	es es
44. Is primary education free and compulsory?	Y	Yes		١	es es
Financial support and care					
Financial support and care 45. Does the government provide a child allowance to parents?	Υ	Yes		Y	'es

		ALGERIA				ANGOLA			
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			N	/A			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
	N/A	N/A	N/A		N/A	N/A	N/A		
Discrimination	Marital	Status	Gender		Marita	l Status	Gender		
49. Is discrimination in access to credit prohibited based on:	N	No	No		1	No	No		
GETTING A JOB									
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No		
51. How much of such leave is paid (days)?	98	3	N/A		90	0	N/A		
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	N/A		
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A		
54. How much of such leave is unpaid (days)?	0	0	N/A		28	1	N/A		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?		es				es			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo			
59. Is it prohibited for prospective employers to ask about family status?		lo				lo			
60. Is dismissal of pregnant workers prohibited?		lo				es			
61. Are mothers guaranteed an equivalent position after maternity leave?		es				lo			
62. Are nursing mothers entitled to nursing breaks?		lo				es			
63. Are parents entitled to flexible/part-time schedules?	N	lo			Y	es			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	54	57			59	60			
55. When can one retire and get partial benefits?	45	50			59	60			
66. What is the mandatory retirement age?	54	60			59	60			
Working hours and industry restrictions									
67. Can women and men work the same night hours?		No				No			
68. Can women and men do the same jobs?	Г	Vo			- 1	No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou	
	Yes		/es	No	No		'es	Yes	
70. Can women work in these occupations in the same way as men:	Mining	•	Construction	Other	Mining	-	Construction	Other	
71 Can warman wall on these tasks in the same way or man	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		No	Heavy lifting Yes	Other No		
	162	162	162		INU	162	INU		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence							_		
72. Is there domestic violence legislation?	N	lo			Y	es			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	lo			N	/A			
74. Are there clear criminal penalties for domestic violence?	N	lo			Y	es			
	Physical	Sexual	Emotional	Economic	Physical	Sexual		Econom	
75. Does domestic violence legislation cover the following abuse:	NI-		•		Filysical	JCAGGI	Emotional	Yes	
76. Does domestic violence legislation protect family members?	No	No	No	No	Yes	Yes	Yes Yes	162	
77. Does domestic violence legislation protect former spouses?	N	lo	No	No	Yes	Yes es		163	
78. Does domestic violence legislation protect unmarried intimate partners?	N N	lo lo	No	No	Yes Y	Yes es lo		163	
79. Do protection orders for domestic violence exist?	N N N	lo lo	No	No	Yes Y	Yes es lo		163	
	N N N	lo lo lo	No	No	Yes Yes N	Yes es lo lo es		163	
	N N N N	lo lo lo lo	No	No	Yes Yes N N Y Y	Yes es lo lo es		163	
81. Do protection orders for domestic violence prohibit contact?	N N N N N	lo lo lo lo lo	No	No	Yes Yes Yes N N Yes	Yes es lo lo es es		163	
81. Do protection orders for domestic violence prohibit contact?	N N N N N	lo lo lo lo lo lo		No	Yes Yes Yes Yes	Yes es lo lo es es es es	Yes	163	
31. Do protection orders for domestic violence prohibit contact? 32. Is there a specialized court/procedure for domestic violence?	N N N N N	lo lo lo lo lo	No Criminal penalties	No	Yes Yes Yes N N Yes	Yes es lo lo es es		ies	
31. Do protection orders for domestic violence prohibit contact? 32. Is there a specialized court/procedure for domestic violence? Sexual harassment	N N N N N	lo lo lo lo Civil	Criminal	No	Yes Yes Yes Yes	Yes es lo lo es es ctivil	Yes	163	
31. Do protection orders for domestic violence prohibit contact? 32. Is there a specialized court/procedure for domestic violence? Sexual harassment 33. To protect against sexual harassment, do the following exist:	N N N N N N Legislation	lo lo lo lo lo Civil remedies	Criminal penalties	No	Yes Yes Yes N N Yes Yes Yes Yes	Yes es lo lo es es es Civil remedies	Yes Criminal penalties	163	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	N N N N N N N N Legislation Yes Yes	lo lo lo lo lo Civil remedies	Criminal penalties Yes	No	Yes Yes N N Y Y Y Y N Legislation No	Yes es lo lo lo es es es es No No lo	Yes Criminal penalties No	ies	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	N N N N N N N Legislation Yes Yes N	lo lo lo lo lo Civil remedies No No	Criminal penalties Yes	No	Yes Yes N N Y Y Y Y N Legislation No	Yes es lo lo es es es es No No	Yes Criminal penalties No	ies	
31. Do protection orders for domestic violence prohibit contact? 32. Is there a specialized court/procedure for domestic violence? Sexual harassment 33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: 35. Is there legislation on sexual harassment in education? 36. Is there legislation on sexual harassment in public places?	N N N N N N N Legislation Yes Yes N	lo lo lo lo Civil remedies No No lo	Criminal penalties Yes	No	Yes Yes N N Y Y Y Y N Legislation No	Yes es lo lo lo es es es es No No	Yes Criminal penalties No	ies	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N N N N N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties Yes	No	Yes Yes N N Yes N N Yes Yes Yes	Yes es lo lo es es es es No No lo lo lo	Yes Criminal penalties No	ies	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N N N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties Yes	No	Yes	Yes es lo lo lo es es es es No No lo lo lo Girls	Yes Criminal penalties No	ies	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N N N N N N N N N N N N N N N N N N N	10	Criminal penalties Yes	No	Yes	Yes es lo lo lo es es es es No No lo	Yes Criminal penalties No	ies	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties Yes	No	Yes	Yes es lo lo lo es es es es es es es Givil remedies No No lo lo lo Girls 18	Yes Criminal penalties No	ies	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties Yes	No	Yes	Yes es lo lo lo es es es es es es Civil remedies No No lo lo lo Girls 18 es es	Yes Criminal penalties No	ies	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties Yes	No	Yes	Yes es lo lo lo es es es es es es Civil remedies No No lo lo lo Girls 18 es es	Yes Criminal penalties No	ies	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	N N N N N N N N N N N N N N N N N N N	10	Criminal penalties Yes	No	Yes Yes N N Yes Yes Yes Yes Yes	Yes es lo lo lo es es es es Civil remedies No No lo lo Girls 18 es es	Yes Criminal penalties No	ies	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?	N N N N N N N N N N N N N N N N N N N	10	Criminal penalties Yes	No	Yes	Yes es lo lo lo es es es es Civil remedies No No lo	Yes Criminal penalties No		

	ANTIGUA AND BARBUDA	ARGENTINA
REGION	Latin America & Caribbean	Latin America & Caribbean
INCOME GROUP	High income	High income
FEMALE POPULATION	47,463	21,342,720
FEMALE LABOR FORCE PARTICIPATION		55%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
3. Does the constitution contain a clause on equality?	No	Yes
A le customanularu recognized / invalid if it violates provisions on prodisesimination or aquality?	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A No N/A	No N/A No N/A
Ouotas	NO NA	NO NA
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	30%
10. What are the quotas for women on candidate lists for local government?	No quota	30%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		· ·
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?	Yes No	Yes No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY	10	163
Marital property regime		
25. What is the default marital property regime?	Separation of property	Partial community of property
26. Who administers marital property?	Original owner	Separate with spousal consent
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	Yes
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights 20. Do man and woman have equal ownership rights to property?	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	25	4
37. Of those, how many are women?	14 Vos	1 No
38. Is the Chief Justice a woman?	Yes	No
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	4%	5%
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	Yes
	Men Women	Men Women
	No No	No No
42. Are there tax deductions or credits specific to men/women?		
42. Are there tax deductions or credits specific to men/women? Childcare and education	· · · · · · · · · · · · · · · · · · ·	
Childcare and education 43. Is childcare subsidized or publicly provided?	No	Yes
Childcare and education	No Yes	Yes Yes
Childcare and education 43. Is childcare subsidized or publicly provided?		

ANTIGUA AND BAR		ID BARBU	D BARBUDA		ARGENTINA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	institutions N/A		Retailers No	Utilities Yes	institutions	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB		-	•				<u>.</u>	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	91	N/A	N/A		90	2	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	78%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		0				es		
58. Does the law mandate nondiscrimination based on gender in hiring?		2S				es		
59. Is it prohibited for prospective employers to ask about family status?		lo lo				lo es		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		lo				es es		
62. Are nursing mothers entitled to nursing breaks?		lo				es		
63. Are parents entitled to flexible/part-time schedules?		0				lo		
·	Women							
Retirement & pensions 64. When can one retire and get full benefits?	60	Men 60			Women 60	Men 65		
65. When can one retire and get partial benefits?	60	60			60	65		
66. What is the mandatory retirement age?	N/A	N/A			66	66		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	}	'es			Υ	⁄es		
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		'es 'es				/es Vo		
68. Can women and men do the same jobs?	١	'es	annronriato	Arduous	1	No :	annronriate	Arduous
· · · · · · · · · · · · · · · · · · ·	Hazardous	es Morally in	appropriate /es	Arduous Yes	Hazardous	No Morally in	appropriate /es	Arduous No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men:	١	es Morally in	appropriate /es Construction	Arduous Yes Other	1	No Morally in Y	appropriate Yes Construction	Arduous No Other
68. Can women and men do the same jobs?	Hazardous Yes	es Morally in	/es	Yes	Hazardous No	No Morally in Y	′es	No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men:	Hazardous Yes Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally in Y Factories No Heavy lifting	Construction Yes Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Hazardous Yes Mining Yes	Morally in Factories Yes	Construction Yes	Yes Other	Hazardous No Mining No	Morally in Y Factories No	res Construction Yes	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Hazardous Yes Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally in Y Factories No Heavy lifting	Construction Yes Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Hazardous Yes Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally in Y Factories No Heavy lifting	Construction Yes Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally in Y Factories No Heavy lifting	Construction Yes Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork No	Morally in Y Factories No Heavy lifting	Construction Yes Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork No	Morally in. Y Factories No Heavy lifting No	Construction Yes Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork No	Morally in. Y Factories No Heavy lifting No	Construction Yes Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Hazardous Yes Mining Yes Metalwork Yes Yes Physical Yes	Morally in Factories Yes Heavy lifting Yes A O Sexual No	/es Construction Yes Other Yes	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Yi Physical Yes	Morally in Y Factories No Heavy lifting No Ses Sexual Yes	Construction Yes Other No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes A O Sexual NO	res Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Yi Physical Yes	Morally in Y Factories No Heavy lifting No Ses Sexual Yes	Construction Yes Other No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes N Physical Yes Yes	Morally in Factories Yes Heavy lifting Yes AA O Sexual No 25	res Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Y: N, Y: Physical Yes Y:	Morally in Y Factories No Heavy lifting No Ses /A es Sexual Yes es	Construction Yes Other No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Factories Yes Heavy lifting Yes No Sexual No Sexual No Sexual Sesses	res Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Yi Physical Yes Yi	Morally in Y Factories No Heavy lifting No Ses Sexual Yes es es es	Construction Yes Other No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Sexual No Sexual No Sexual Ses	res Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi Physical Yes Yi	Morally in Y Factories No Heavy lifting No Ses /A es Sexual Yes es es es es	Construction Yes Other No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Sexual No Sexual No Sexual Ses Ses Ses Ses Ses Ses Ses Ses Morally in No Morally in No Sexual No Sexual Ses	res Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Yi Physical Yes Yi	Morally in Y Factories No Heavy lifting No Sexual Yes es es es es es	Construction Yes Other No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Sexual No Sexual No Sexual Ses	res Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Yi Physical Yes Yi	Morally in Y Factories No Heavy lifting No Sexual Yes ees ees ees ees ees ees ees	Construction Yes Other No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Factories Yes Heavy lifting Yes No Sexual No Sexual No Sexual Civil	Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes	Hazardous No Mining No Metalwork No Yi Physical Yes Yi	Morally in Y Factories No Heavy lifting No Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Legislation	Morally in Factories Yes Heavy lifting Yes Sexual No Sexual No Sexual Civil remedies	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes	Hazardous No Mining No Metalwork No Yi Physical Yes Yi Yi Yi Legislation	Morally in Y Factories No Heavy lifting No Ses /A es Sexual Yes es es es es es es es color Civil remedies	Construction Yes Other No Emotional Yes Criminal penalties	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No Sexual No Civil remedies No	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yi Physical Yes Yi Yi Yi Yi Legislation Yes	Morally in Y Factories No Heavy lifting No Ses /A es Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Legislation No	Morally in No Sexual No	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Yi Physical Yes Yi Yi Yi Yi Legislation Yes Yes	Morally in Y Factories No Heavy lifting No Ses Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Legislation No	Morally in No Pesson No	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Yi Physical Yes Yi Yi Yi Yi Legislation Yes Yes No	Morally in Y Factories No Heavy lifting No No Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect ummarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Metalwork Yes Yes Yes Legislation No No	Morally in Factories Yes Heavy lifting Yes Sexual No Sexual No Sexual No Civil remedies No No No	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Yi Physical Yes Yi Yi Yi Legislation Yes Yes N N N	Morally in Y Factories No Heavy lifting No Ses Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No Sexual O Sexual No Sexual No Sexual O Sexual No Sexual No Sexual O Sexual No Sexual O Sexual O Sexual No Sexual O Sexual O Sexual O Sexual O Sexual O Sexual No Sexual O Sexual Sexual	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yo Physical Yes Yo Yo Yo Yo Yo Legislation Yes Yes No No No Metalwork No Metalwork	Morally in Y Factories No Heavy lifting No No Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Factories Yes Heavy lifting Yes Sexual No No Sexual No No Sexual No	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yes Physical Yes Yes Yes Yes Yes Yes Legislation Yes Yes No No No No No No No No No No	Morally in Y Factories No Heavy lifting No No Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes No Physical Yes Yes Yes You No Legislation No No No Boys 18	Morally in Factories Yes Heavy lifting Yes Sexual No Sexual O Sexual No Sexual No Sexual O Sexual No Sexual No Sexual O Sexual No Sexual O Sexual O Sexual No Sexual O Sexual O Sexual O Sexual O Sexual O Sexual No Sexual O Sexual Sexual	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yes Physical Yes Yes Yes Legislation Yes Yes No No Hazardous No Metalwork No Metal	Morally in Y Factories No Heavy lifting No No Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Ves Yes Heavy lifting Yes No Sexual No Sexual No Sexual No	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yes Physical Yes Yes Yes Legislation Yes Yes No No No No No No No No No N	Morally in Y Factories No Heavy lifting No Heavy lifting No Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Factories Yes Heavy lifting Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yes Physical Yes Yes Yes Legislation Yes Yes No No No No No No No No No N	Morally in Y Factories No Heavy lifting No Sexual Yes es Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Factories Yes Heavy lifting Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yi Physical Yes Yi Yi Yi Yi Yi Station Yes No	Morally in Y Factories No Heavy lifting No Sexual Yes es Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yi Physical Yes Yi Yi Yi Yi State A Boys 18 No Hazardous No Metalwork	Morally in Y Factories No Heavy lifting No Ses /A es Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized? Marital rape 91. Is marital rape explicitly criminalized?	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in No Factories Yes Heavy lifting Yes Sexual No Sexual No Sexual No No Sexual No	res Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yi No Physical Yes Yi Yi Yi Yi Legislation Yes Yes No	Morally in Y Factories No Heavy lifting No Sexual Yes es Sexual Yes es e	Construction Yes Other No Emotional Yes Criminal penalties Yes	No Other No Economic

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

	ARMENIA				AUSTRALIA			
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
	D 1 11		Microfinance		D 1 11		Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
Discription at the second seco	No	Yes	No		Yes	Yes	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I Status /es	Gender Yes	
GETTING A JOB		10	: 110			ics	: 103	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		No	No	Yes	
51. How much of such leave is paid (days)?	140	0	0		N/A	N/A	126	
52. Who pays for such leave?	Gov	N/A	N/A		N/A	N/A	Gov	
53. What % of wages are paid?	100%	N/A	N/A		N/A	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	60	1025		N/A	N/A	239	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0 N/A	0 N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	IN/A			U	U		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	es			V	i: 'es		
58. Does the law mandate equal remaineration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				'es		
60. Is dismissal of pregnant workers prohibited?		es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				/A		
62. Are nursing mothers entitled to nursing breaks?		es				lo		
63. Are parents entitled to flexible/part-time schedules?	Υ	es			Y	'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	63	63			67	67		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	63 N/A	63 N/A			67 N/A	67 N/A		
	N/A	IN/A			N/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	,	/es			\	/es		
68. Can women and men do the same jobs?		es/es				es es		
·			annranriata	Arduous	Hazardous	,	appropriate	Arduous
69. Can women work in these types of jobs in the same way as men:	Hazardous	Prorally in	appropriate	Arduous	Hazardous	: Morally in	appropriate	Arduous
	Ves	,	Vρς	Yes	Yes			Yes
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	Yes Construction	Yes Other	Yes Mining	Factories	res Construction	Yes Other
<u> </u>	Mining Yes	Factories Yes	Construction Yes		Mining Yes	Factories Yes	/es Construction Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Other
71. Can women work on these tasks in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	/es Construction Yes	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes N N	Factories Yes Heavy lifting Yes	Construction Yes Other Yes	Other Yes	Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Mining Yes Metalwork Yes N N Physical	Factories Yes Heavy lifting Yes loo /A Sexual	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes	Factories Yes Heavy lifting Yes es /A Es Sexual	Construction Yes Other Yes Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes	Construction Yes Other Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Physical Yes	Factories Yes Heavy lifting Yes	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Mining Yes Metalwork Yes N N Physical No	Factories Yes Heavy lifting Yes lo /A lo Sexual No	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Ves Sexual Yes	Construction Yes Other Yes Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining Yes Metalwork Yes N N Physical No	Factories Yes Heavy lifting Yes lo lo Sexual No lo lo lo	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A es Sexual Yes es es es es	Construction Yes Other Yes Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining Yes Metalwork Yes N N Physical No	Factories Yes Heavy lifting Yes lo lo Sexual No lo lo lo lo	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A es Sexual Yes es es es es es	Construction Yes Other Yes Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining Yes Metalwork Yes N N Physical No N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes lo Sexual No lo lo lo lo lo	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es es	Construction Yes Other Yes Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo Sexual No lo lo lo lo lo lo lo	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es es	Construction Yes Other Yes Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining Yes Metalwork Yes N N Physical No N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes lo /A lo Sexual No lo lo lo lo lo lo	Construction Yes Other Yes Emotional No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es es es es es	es Construction Yes Other Yes Yes Emotional Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo Sexual No lo lo lo lo lo lo lo	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es es	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Mining Yes Metalwork Yes No Physical No No Legislation Yes	Factories Yes Yes Heavy lifting Yes lo lo Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual Yes es es es es es es es es No	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Mining Yes Metalwork Yes No Physical No N Legislation Yes Yes	Factories Yes Heavy lifting Yes lo Sexual No lo lo lo lo lo lo lo lo lo No No No No No	Construction Yes Other Yes Emotional No Criminal penalties	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es es No No	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect umarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Mining Yes Metalwork Yes No Physical No N Legislation Yes Yes	Factories Yes Yes Heavy lifting Yes lo Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A es Sexual Yes es es es es es No No es	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect furmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Mining Yes Metalwork Yes No Physical No N Legislation Yes Yes	Factories Yes Heavy lifting Yes lo O Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Civil remedies No No No	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Mining Yes Metalwork Yes No N Physical No N Legislation Yes Yes N Boys	Factories Yes Yes Heavy lifting Yes lo /A lo Sexual No lo lo lo lo lo lo lo lo lo Girls	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es es es es es Girls	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Mining Yes Metalwork Yes No N Physical No N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes lo /A lo Sexual No lo lo lo lo lo lo lo Girls 17	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Yes Sexual Yes es Sexual Yes es For the service of the ser	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence ewist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Mining Yes Metalwork Yes No No Physical No	Factories Yes Yes Heavy lifting Yes lo /A lo Sexual No lo lo lo lo lo lo lo lo lo Girls	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Mining Yes Metalwork Yes Physical No Legislation Yes Yes Yes Yes Yes Yes Yes No No No No No No No No No N	Factories Yes Yes Heavy lifting Yes lo //A lo Sexual No lo lo lo lo lo lo lo Girls 17	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Yes Sexual Yes es Sexual Yes es For the service of the ser	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Mining Yes Metalwork Yes Physical No Legislation Yes Yes Yes Yes Yes Yes Yes No No No No No No No No No N	Factories Yes Yes Heavy lifting Yes lo lo Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Pes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Mining Yes Metalwork Yes Physical No Legislation Yes Yes No Boys 18	Factories Yes Yes Heavy lifting Yes lo lo Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Pes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Mining Yes Metalwork Yes No Physical No Legislation Yes Yes Boys 18	Factories Yes Yes Heavy lifting Yes lo Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Mining Yes Metalwork Yes No Physical No No Legislation Yes Yes 18 No No No No No No No No No N	Factories Yes Yes Heavy lifting Yes loo Sexual No loo loo loo loo loo loo loo loo loo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes

Minimum (CG)		AUSTRIA	AZERBAIJAN
Modern Column	REGION		
1994 1995			<u> </u>
ACCESSION INSTITUTIONS Once an authorized contain where considerational contains where contains are contained contains and contains where contains are contained contains and contains where contains are contained contained and contains where contains are contained contained and contains where contains are contained contained and contains are contained contained and contained cont		•	
Constitutional richins Constitutional rich	FEMALE LABOR FORCE PARTICIPATION	71%	68%
1,000 to contribution contrib	ACCESSING INSTITUTIONS		
2. Fig. Color Size of the rectangulated? As present for rectangulated in selection of the color of the colo			
A bit consolitation can data of accordance on production of the control of the	1. Does the constitution contain a clause on nondiscrimination?	<u> </u>	
An extravery law recopional / insertifi it skelder, providence an exercicional terre regulary? 5. Ry ches and law recoragional / insertifi it skelder, providence an exercicional terre regulary? 5. Ry ches and law recoragional / insertifi it skelder, providence an exercicional terre regulary? 5. Ry ches and the quotes for exercent congressive force and record to the providence and record			
4.6 to chemically consequent of month it is invalent provisions conventionations or equality? 4.0	3. Does the constitution contain a clause on equality?		
\$1, person after recogned / Intendist filt voicine previous on nandocrimination or requestly? 8. What are the question for among in companie boards? 8. What are the question for among in the start question (Companie) 8. What are the question for among in the start question (Companie) 8. What are the question for among in the start question (Companie) 8. What are the question for among in the start question (Companie) 8. What are the question for among in the start question (Companie) 8. What are the question for among in the start question (Companie) 8. What are the question for among in the start question (Companie) 8. What are the question for among in the start question (Companie) 8. What are the question for among in the start question and are an area of the previous (Companie) 8. What are the question for among in the start question and area and ar	A Is customary law recognized / invalid if it violates provisions on pondiscrimination or equality?		
Advanced by Programmer or corrected bursts? Bo qualita Bo qualit			
A what are the quarter for connection to parliament? Mind an are the quarter for connection to parliament? Mind an are the quarter for connection to parliament? Mind an are the quarter for connection to parliament? Mind an are the quarter for connection to connection the parliament? Mind and the quarter for connection considered by the quarter for connection to parliament? Mind and a parliament or connection connection to the parliament of the parliame			
Mile and the quarties for excent in interligencement? 10 quarties	6. What are the quotas for women on corporate boards?	No quota	No quota
9. What are the quotation women candidate loss for parliament? What has the parliam to women an and life for found government? ### Bayasta Woman Woman Women Woman Women Woman Women Isolated Women Woman Women Isolated Women Isolat	·		· · · · · · · · · · · · · · · · · · ·
Fights of more control in Section (1997) Fights of more control			·
Part Comment Part Comment Part Comment Part Comment Commen			·
11. Can a soron apply for a pasped port on the same way as a man? Ves Ve			
13. Can a servan face ducks the from the same way as a man?			
14. Cara a somanal fund culcide her have new year a man?		•	
15. Can accurate get a job in the same way as a man?		•	
17. Can a worman registre abusiness in the same way as a man? Ves	·	-	
18. Can a woman open abata securi in the same way as a man? 19. Can a woman open we shore pile in the care way as a man? 19. Can a woman open we when pile in the same way as a man? 19. Can a woman open context citizenship to children in the same way as a man? 19. Can a woman context citizenship to children in the same way as a man? 19. Can a woman to "hased in tocarbotic in the same way as a man? 19. Can a woman to "hased in tocarbotic in the same way as a man? 19. Can a woman to "hased in tocarbotic in the same way as a man? 19. Can a woman to "hased in tocarbotic in the same way as a man? 19. Can a woman to "hased in tocarbotic into convey citizenship? 19. Can a woman to "hased to convey citizenship? 19. Can a woman to "hased to convey citizenship? 19. Can a woman to "hased to convey citizenship? 19. Can a woman to "hased to convey citizenship? 19. Can a woman to "hased to convey citizenship? 19. Can a woman to "hased to convey citizenship? 19. Can a woman to "hased to convey citizenship? 19. Can a woman to "hased to convey citizenship? 19. Can a woman to woman to convey citizenship? 19. Can a woman to woman to convey citizenship? 19. Was a bit to declarate unada properly regime? 20. Who a shrinishess medial properly regime? 21. If the hashard administer properts is, spouse convert required for major transactions? 22. Are these special providers by we was a woman way woman to war woman to woman to woman towar woman war woman w			
19. Can a avorance choice share to be in the same way as a man? 19. Can a avorance chief chierary to faither in the same way as a man? 19. Can a avorance chief chierary to faither in the same way as a man? 19. Can a avorance chief chierary to chief in the same way as a man? 19. Can a avorance chief chief to chief the same way as a man? 19. Can avorance chief chief to chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can avorance chief chief the same way as a man? 19. Can the same required to doe the frashbath of the same way as a man? 19. Can the same required to doe the frashbath of the same required the same way as a man? 19. Can the same required the same the same way as a man? 19. Can the same required the same the same way as a man? 19. Can the same required the same the same way as a man? 19. Can the same required the same the same way as a man? 19. Can the same required the same the same way as a man? 19. Can the same required to doe the same required for major transactions? 19. Can the same required the same required for major transactions? 19. Can the same required the same required for major transactions? 19. Can the same required for many are man and same required for major transactions? 19. Can the same and administers proposes properly in the same required for major transactions? 19. Can the same and administers proposes properly contributions? 19. Can the same required the same required for major transactions? 19. Can the same required for same required for major transactions? 19. Can the same required for same required for			
20. Can a woman conter (citerathy to children in the same way as a man? 10. Can a woman be fixed of household in the same way as a man? 10. Can a woman be fixed of household in the same way as a man? 10. Can a woman be fixed of household in the same way as a man? 10. Can a woman be fixed of household in the same way as a man? 10. Can a woman be required to comey chicarship? 10. Can woman be required to day their household? 10. No 10. Can woman be required to day their household? 10. A work spouse, pointly financially manifain the family? 10. Shifter PROPERTY 10. Shifter PROPERTY regime? 10. Shifter PROPER			-
Division of responsibility within marriage 22. Do spuces have equal inferit to convey citaeralpi? Ves	·	Yes Yes	Yes Yes
22. Disposes have equal rights to convey citizenship? 24. West spouses jointly financially maintain the family? 25. What spouses jointly financially maintain the family? 26. West spouses jointly financially maintain the family? 27. West spouses jointly financially maintain the family? 28. What is the default martial property regime? 29. What administer smital property? 29. What administer sproperty is poused consent required for major transactions? 20. If the husband administers property is spoused consent required for major transactions? 29. Does the laws provide for valuation of nonnoncetary contributions? 29. Does the laws provide for valuation of nonnoncetary contributions? 20. Do men and women have equal ownership rights to property? 20. Do men and women have equal ownership rights to property? 20. Do men and women have equal inheritance rights? 21. O men and women have equal inheritance rights? 22. O men and women have equal inheritance rights? 23. Do men and women have equal inheritance rights? 24. Yes 25. Wes 26. Yes 26. Yes 27. Yes 28. Yes 29. One the equal private property in the property? 29. One the provide for valuation of nonnoncetary contributions? 29. One the provide for valuation of nonnoncetary contributions? 29. One the law provide for valuation of nonnoncetary contributions? 29. One the law provide for valuation of nonnoncetary one property? 29. One the law provide for valuation of nonnoncetary one provide	21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
13. Are wise required to obey their husbands? 14. Must spooses jointly financially maintain the family? 15. What is the death mental property regime 15. What is the death mental property regime? 16. Who administers martial property? 17. Who administers martial property? 18. What is the death mental property is spousal consent required for major transactions? 18. Are three special provisions governing the martial home? 18. Are three special provisions governing the martial home? 18. Are three special provisions governing the martial home? 18. Are three special provisions governing the martial home? 18. Are three special provisions governing the martial home? 18. Are three special provisions governing the martial home? 18. Are three special provisions governing the martial home? 18. Are three special provisions governing the martial home? 18. Are consonant where the special provisions governing the martial home? 18. A second three special provisions governing the martial home? 19. A second three special provisions governing the martial home? 19. A second three special provisions governing three rights? 19. So so was and daughters have equal inheritance rights? 19. So so was and daughters have equal inheritance rights? 19. So so was and daughters have equal inheritance rights? 19. So so was and daughters have equal inheritance rights? 19. So so was and daughters have equal inheritance rights? 19. So so was and daughters have equal inheritance rights? 19. So so was and daughters have equal inheritance rights? 19. So so was and daughters have equal inheritance rights? 19. We so yes 19. So so was and daughters have equal inheritance rights? 19. We so yes 19. So so was and daughters have equal inheritance rights? 19. We so yes 19. So so was and daughters have equal inheritance rights? 19. We so yes 19. We so		Ven	Ver
24. Must spouse jointly financially maintain the family? Vision PROPERTY Morital property regime 25. What is the default maintal aproperty regime? 26. Who administers martial property? 27. If the husband administers property is spousal consent required for major transactions? 27. If the husband administers property is spousal consent required for major transactions? N/A N/A N/A N/A N/A 29. Does the law provide for valuation of nonnonetary contributions? Yes No No No No No No 29. Does the law provide for valuation of nonnonetary contributions? Yes Nes Nes Nes Nes Nes No No No No No No No No No N			
Morital property regime 25. What is the default mortal property regime? Deferred community of property Partial community of property 25. What administers martal property Both must agree	·		
Morital property regime 25. What is the default mortal property regime? Deferred community of property Partial community of property 25. What administers martal property Both must agree	USING PROPERTY		
26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? NA NA NA NA NA NA NA NA NA NA			
Protecting a wife's interests 27. If the husband administers property is spousal consent required for major transactions? N/A			
27.1 the husband administers property is spousal consent required for major transactions? N/A N/A 28. Are there special provisions governing the martial home? No No	26. Who administers marital property?	Original owner	Both must agree
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? 29. Does the law provide for valuation of nonmonetary contributions? 29. Does the law provide for valuation of nonmonetary contributions? 20. Do men and women have equal ownership rights to property? 20. Do men and women have equal ownership rights to property? 21. Do sons and daughters have equal inheritance rights? 22. Do female and male surviving spouses have equal inheritance rights? 23. Do female and male surviving spouses have equal inheritance rights? 24. Sons the personal law courts recognized? 25. Inheritance rights of access 26. Inheritance rights of access 27. Inheritance rights of access 28. Are customary law courts recognized? 29. No		NI/A	N/A
29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Yes Yes Yes Yes Nes Yes Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? Soling To COURT Equality of access 33. Are customary law courts recognized? An on No An on No Soling and a courts recognized? No No No No No No No No No No		· · · · · · · · · · · · · · · · · · ·	
30. Do men and women have equal ownership rights to property? Ves Yes Yes Inheritance rights 31. Do sons and daughters have equal inheritance rights? Yes 32. Do fermale and male surviving spouses have equal inheritance rights? Wes GOING TO COURT Equality of access 33. Are customary law courts recognized? No No No No St. Is a woman's testimory afforded equal weight to that of a man? Yes Yes Judicial representation 36. How many justices are on the constitutional court? 14 9 37. Of those, how many are women? 5 2 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small dains court/fast track procedure? 40. If yes, what is the maximum amount (%GNIVcapita)? PROVIDING INCENTIVES TO WORK Personal income tox 41. Are childcare payments tax deductible? Wes No No No No No No No No No N			
Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? Septiment and a surviving spouses have equal inheritance rights? Septiment and a surviving spouses have equal inheritance rights? Septiment and a surviving spouses have equal inheritance rights? Ves Ves Septiment and a surviving spouses have equal inheritance rights? No No No No No No No No Septiment settimony afforded equal weight to that of a man? Ves Judicial representation 36. How many justices are on the constitutional court? 14 9 37. Of those, how many are women? So 2 38. Is the Chief Justice a woman? No No Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GM/capta)? Personal income tax 41. Are childcare payments tax deductible? Yes No No No Childcare and education 43. Is childcare subsidized or publicly provided? Yes Yes Yes Yes Yes Yes Yes Ye	Property rights	Married Unmarried	Married Unmarried
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? Solome of the presentation of the personal law courts recognized? No N	30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? No No No No St. Is a woman's testimony afforded equal weight to that of a man? Yes Yes Yes Judicial representation 36. How many justices are on the constitutional court? 14 9 37. Of those, how many are women? 5 2 38. Is the Chief Justice a woman? No No No Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%cNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? Yes No			
GOING TO COURT Equality of access 33. Are customary law courts recognized? No			
Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? No No No No No No Sh. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 14 9 37. Of those, how many are women? 5 2 38. Is the Chief Justice a woman? No No Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? Yes No No Men Women Women Men Women 42. Are there tax deductions or credits specific to men/women? Ves Yes Yes Yes Yes Yes Yes Yes		Yes	Yes
33. Are customary law courts recognized? No No 34. Are personal law courts recognized? No No St. Is a woman's testimony afforded equal weight to that of a man? Yes Yes Judicial representation St. How many justices are on the constitutional court? 14 9 37. Of those, how many are women? 5 2 38. Is the Chief Justice a woman? No No Efficiency of procedure 39. Is there a small claims court/fast track procedure? Yes No No No No Efficiency of procedure Yes No No No No At there a small claims court/fast track procedure? Yes No			
34. Are personal law courts recognized? No No No St. is a woman's testimony afforded equal weight to that of a man? Yes Yes Yes Yes Yes Yes Yes Ye		No	No
Judicial representation 36. How many justices are on the constitutional court? 14 9 37. Of those, how many are women? 5 2 38. Is the Chief Justice a woman? No Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? Yes No 42. Are there tax deductions or credits specific to men/women? 43. Is childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Yes Yes Yes Yes Yes Yes Ye			
36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? No No Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? Yes No No No No No No No No No N			
37. Of those, how many are women? 38. Is the Chief Justice a woman? No No Efficiency of procedure 39. Is there a small claims court/fast track procedure? Yes No 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? Yes No Men Women Men Women 42. Are there tax deductions or credits specific to men/women? No No No No Childcare and education 43. Is childcare subsidized or publicly provided? Yes Yes Yes Yes Yes Yes Yes Ye			
38. Is the Chief Justice a woman? **Efficiency of procedure** 39. Is there a small claims court/fast track procedure?			
Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? Yes No Men Women 42. Are there tax deductions or credits specific to men/women? No No No No Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes Yes Yes Yes			
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? Yes No Men Women 42. Are there tax deductions or credits specific to men/women? No No No No No Yes Yes Yes 43. Is childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes Yes		110	110
PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? Yes No Men Women 42. Are there tax deductions or credits specific to men/women? No No No No No Ves Yes Yes 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes		Yes	No
Personal income tax 41. Are childcare payments tax deductible? Yes No Men Women 42. Are there tax deductions or credits specific to men/women? No No No No No No No Yes Yes 43. Is childcare and education 43. Is childcare subsidized or publicly provided? Yes Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes Yes	40. If yes, what is the maximum amount (%GNI/capita)?	39%	N/A
41. Are childcare payments tax deductible? Wes Men Women 42. Are there tax deductions or credits specific to men/women? No No No No No No No No No N	PROVIDING INCENTIVES TO WORK		
Men Women 42. Are there tax deductions or credits specific to men/women? No No No Childcare and education 43. Is childcare subsidized or publicly provided? Yes 44. Is primary education free and compulsory? Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes		Ver	No
42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? Yes Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes Yes	41. Are cnildcare payments tax deductible?		,
Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes	(2) Are there to deductions or credits as a first to make his many		
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Yes Yes Yes Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes	·	NO NO	INO INO
44. Is primary education free and compulsory? Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes		Yes	Yes
Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes	. , , ,		
46. Must employers provide leave to care for sick relatives? Yes No			
	46. Must employers provide leave to care for sick relatives?	Yes	No

	AUSTRIA				AZERBAIJAN				
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1	%			0	%			
47.1 million lour amount covered by create agencies (notify capita).					- U		nat C		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions No		
Discrimination		Status	Gender			: No	Gender		
49. Is discrimination in access to credit prohibited based on:		es es	Yes			Vo	Yes		
GETTING A JOB			:						
	Mark	Bullion No.	Donat d		Markenskin	D. L	D I. I		
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental Yes		Maternity Yes	Paternity Yes	Parental Yes		
51. How much of such leave is paid (days)?	112	N/A	0		126	0	1039		
52. Who pays for such leave?	Gov	N/A	N/A		Gov	N/A	Gov		
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	Partially paid		
54. How much of such leave is unpaid (days)?	0	N/A	647		0	14	0		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?	Υ	es			Ye	es			
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			Ye	es			
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo			
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es			
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			Ye	es			
62. Are nursing mothers entitled to nursing breaks?		es				es			
63. Are parents entitled to flexible/part-time schedules?	Y	es			Y	es			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	65	65			60	63			
65. When can one retire and get partial benefits?	65	65			60	63			
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A			
Working hours and industry restrictions									
	,								
67. Can women and men work the same night hours?	,	'es			1	Vo			
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		'es 'es				No No			
		es :	appropriate	Arduous		No :	appropriate	Arduous	
68. Can women and men do the same jobs?	١	es Morally in	nappropriate Yes	Arduous Yes	1	No Morally ina	appropriate es	Arduous No	
68. Can women and men do the same jobs?	Hazardous	Morally in Factories			Hazardous No Mining	Morally ina Y Factories			
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Hazardous Yes Mining Yes	Morally in Factories Yes	Yes Construction Yes	Yes	Hazardous No Mining No	Morally ina Your Factories	es Construction No	No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men:	Hazardous Yes Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally ina Y Factories No Heavy lifting	Construction No Other	No Other	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Hazardous Yes Mining Yes	Morally in Factories Yes	Yes Construction Yes	Yes Other	Hazardous No Mining No	Morally ina Yes Factories No Heavy lifting	es Construction No	No Other	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Hazardous Yes Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally ina Y Factories No Heavy lifting	Construction No Other	No Other	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Hazardous Yes Mining Yes Metalwork	Morally in Factories Yes Heavy lifting	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally ina Y Factories No Heavy lifting	Construction No Other	No Other	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally ina Y Factories No Heavy lifting	Construction No Other	No Other	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting Yes	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork No	Morally ina Ye Factories No Heavy lifting No	Construction No Other	No Other	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork No	Morally ina Ye Factories No Heavy lifting No	Construction No Other	No Other	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting Yes A	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork No	Morally ina Ye Factories No Heavy lifting No	Construction No Other	No Other	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Hazardous Yes Mining Yes Metalwork Yes	Morally in Factories Yes Heavy lifting Yes Aloo	Yes Construction Yes Other Yes	Yes Other Yes	Hazardous No Mining No Metalwork No Yo No No No	Morally ina Y Factories No Heavy lifting No	es Construction No Other No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes /A	Yes Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Physical Yes	Morally ina Y Factories No Heavy lifting No Sexual	es Construction No Other No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes A lo Sexual No	Yes Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Physical Yes	Morally ina You Factories No Heavy lifting No Sexual Yes	es Construction No Other No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Physical Yes Yes	Morally in Factories Yes Heavy lifting Yes Allo Sexual No	Yes Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi No Physical Yes	Morally ina You Factories No Heavy lifting No Sexual Yes	es Construction No Other No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes A Io Sexual No es	Yes Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, N Physical Yes Yi	Morally ina You Factories No Heavy lifting No Sexual Yes es	es Construction No Other No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No ess lo	Yes Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yi No Physical Yes Yi	Morally ina Y Factories No Heavy lifting No Sexual Yes es	es Construction No Other No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No es lo es es es	Yes Construction Yes Other Yes Emotional	Yes Other Yes	Hazardous No Mining No Metalwork No Yo No Physical Yes Yo Yo Yo No	Morally ina Y Factories No Heavy lifting No Sexual Yes es es es es lo	es Construction No Other No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect furmer spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No Ses 10 Sexual No Ses 10 Ses	Yes Construction Yes Other Yes Emotional Yes	Yes Other Yes	Hazardous No Mining No Metalwork No Yo No Physical Yes Yo Yo Yo No	Morally ina Y Factories No Heavy lifting No Sexual Yes es e	es Construction No Other No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Yes Factories Yes Heavy lifting Yes No Sexual No es	Yes Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes	Hazardous No Mining No Metalwork No Yo No Physical Yes Yo Yo Yo No	Morally ina Yes Factories No Heavy lifting No Sexual Yes es es es colo lo colo colo colo colo colo colo	es Construction No Other No Emotional Yes	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No Sexual No es es es Civil remedies	Yes Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes	Hazardous No Mining No Metalwork No Yi No Physical Yes Yi Yi Yi Yi Legislation	Morally ina Y Factories No Heavy lifting No Sexual Yes es lo lo criminal control of the control	es Construction No Other No Emotional Yes	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Yes Factories Yes Heavy lifting Yes No Sexual No es	Yes Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Physical Yes Yi Yi Yi Yi Yi Yi N, N N N N N N N N N N N N N N N N N N	Morally ina Yes Factories No Heavy lifting No Sexual Yes es es es colo lo colo colo colo colo colo colo	es Construction No Other No Emotional Yes	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Legislation Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No Sexual No Ses	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yo No Physical Yes Yo Yo Yo Legislation Yes Yes	Morally ina Y Factories No Heavy lifting No Sexual Yes es Civil remedies Yes	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No es es es Civil remedies Yes Yes	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yo No Physical Yes Yo	Morally ina Y Factories No Heavy lifting No Sexual Yes es Civil remedies Yes Yes	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Hazardous Yes Mining Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Morally in Factories Yes Heavy lifting Yes Sexual No ess es Civil remedies Yes Yes	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, Physical Yes Yi Yi Yi Yi Legislation Yes Yes N N N	Morally ina Y Factories No Heavy lifting No Sexual Yes es Lo	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Hazardous Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No es	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yo No Physical Yes Yo	Morally ina Y Factories No Heavy lifting No Sexual Yes es es es es es es es to lo lo es Civil remedies Yes lo lo yes	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes N Physical Yes Yes Y Legislation Yes Yes N N N N N N N N N N N N N	Morally in Factories Yes Heavy lifting Yes Sexual No ses Civil remedies Yes Yes	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yes Yes Yes Yes Yes Yes No Legislation Yes Yes No	Morally ina Y Factories No Heavy lifting No Sexual Yes es es es es es es es lo lo lo es Civil remedies Yes lo lo Girls	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Hazardous Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Yes N Legislation Yes N Boys 18	Morally in No Factories Yes Heavy lifting Yes Sexual No Sexual No Ses	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yes Yes Yes Yes Yes Yes Yes Yes Yes Ye	Morally ina Y Factories No Heavy lifting No Sexual Yes es es es es es es es lo lo lo Girls 18	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Hazardous Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Morally in V Yes Yes Heavy lifting Yes Sexual No Sexual No Sexual Premedies Yes Yes Yes Sex	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, N Physical Yes Yi Yi Yi Yi N N N N N N N N N N N N N N	Morally ina Y: Factories No Heavy lifting No Sexual Yes es es es es es es es es es lo lo lo es Civil remedies Yes Yes lo lo lo Girls 18	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Hazardous Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Morally in V Factories Yes Yes Heavy lifting Yes Sexual No Sexual No ses	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yi N, N Physical Yes Yi Yi Yi Yi N N N N N N N N N N N N N N	Morally ina Y: Factories No Heavy lifting No Sexual Yes es es es es es es es es es lo lo lo Girls 18 es	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Hazardous Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Yes N A Physical Yes Yes Yes N A Yes Yes N A Yes Yes N A A A A Boys 18	Morally in V Factories Yes Yes Heavy lifting Yes Sexual No Sexual No ses	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Yes Yes Yes Yes No Legislation Yes No No No No No No No No No N	Morally ina Y: Factories No Heavy lifting No Sexual Yes es es es es es es es es es lo lo lo Girls 18 es	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Hazardous Yes Mining Yes Metalwork Yes Physical Yes Yes Yes Yes N N Physical Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No Sexual No Ses	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Physical Yes Yi Yi Yi Yi Sh No Legislation Yes Yes No	Morally ina Y Factories No Heavy lifting No Sexual Yes es Lo	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage epolaized? Marital rape 91. Is marital rape explicitly criminalized?	Hazardous Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Morally in Factories Yes Heavy lifting Yes Sexual No Sexual No Ses	Yes Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes	Hazardous No Mining No Metalwork No Physical Yes Yi Yi Yi Yi Sh No Registation Yes Yes No	Morally ina Yes Factories No Heavy lifting No Sexual Yes es es es es es lo lo lo Girls 18 es es lo	ess Construction No Other No Emotional Yes Criminal penalties No	No Other No	

	BAHAMAS, THE	BAHRAIN
REGION	Latin America & Caribbean	Middle East & North Africa
INCOME GROUP	High income	High income
FEMALE POPULATION	195,338	510,506
FEMALE LABOR FORCE PARTICIPATION	76%	41%
ACCESSING INSTITUTIONS		
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes
If yes, does it mention gender?	No No	Yes
Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes No
Quotas 6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried No Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A N/A	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes	No Yes No Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes No Yes
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	No Yes	No No
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	No Yes
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	No	No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	No Yes	Yes No
USING PROPERTY	1.03	
Marital property regime		
25. What is the default marital property regime?	Separation of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	Ven	N-
32. Do female and male surviving spouses have equal inheritance rights?	Yes Yes	No No
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	Yes
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation 36. How many justices are on the constitutional court?	N/A	7
37. Of those, how many are women?	N/A	1
38. Is the Chief Justice a woman?	N/A	No
Efficiency of procedure	· ·	
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Yes 24%	Yes 47%
PROVIDING INCENTIVES TO WORK	2470	41 /0
Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education	Vec	No
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Yes Yes	No Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	Yes	No

		BAHAMAS, THE				BAHRAIN			
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%			
•			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
	N/A	N/A	N/A		Yes	No	Yes		
Discrimination	Marita	Status	Gender		Marital	Status	Gender		
49. Is discrimination in access to credit prohibited based on:	1	No	No		١	lo	No		
GETTING A JOB									
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No		
51. How much of such leave is paid (days)?	91	0	N/A		60	1	N/A		
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	Emp	N/A		
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A		
54. How much of such leave is unpaid (days)?	0	7	N/A		15	0	N/A		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	0			
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			N	0			
59. Is it prohibited for prospective employers to ask about family status?		lo			N				
60. Is dismissal of pregnant workers prohibited?		es				<u>2</u> S			
61. Are mothers guaranteed an equivalent position after maternity leave?		es			N				
62. Are nursing mothers entitled to nursing breaks?		lo				2S			
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	65	65			55	60			
65. When can one retire and get partial benefits?	60	60			40	45			
66. What is the mandatory retirement age?	N/A	N/A			60	60			
Working hours and industry restrictions									
67. Can women and men work the same night hours?		'es				lo			
68. Can women and men do the same jobs?	١	'es			1	lo .			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous	
	Yes	١	/es	Yes	Yes		es	No	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other	
74. C	Yes	Yes	Yes	Yes	No	Yes	No	Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting			
	Yes	Yes	Yes		No	No	No		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence									
72. Is there domestic violence legislation?	Y	es			N	0			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	0			
74. Are there clear criminal penalties for domestic violence?	N	lo			N	0			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi	
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No	
76. Does domestic violence legislation protect family members?	Y				N.	0			
77. Does domestic violence legislation protect former spouses?		es							
78. Does domestic violence legislation protect unmarried intimate partners?	Y	es			N	0			
79. Do protection orders for domestic violence exist?	Yı Yı	es es			N N	0			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Yı Yı Yı	es es es			N N	0 0 0			
	Yı Yı Yı	es es es			N N N	0 0 0			
·	Y. Y. Y. Y. Y.	es es es es			N N N	0 0 0 0			
·	Y: Y: Y: Y: Y:	es es es es	Chrisal		N N N	0 0 0 0 0	Circinal		
82. Is there a specialized court/procedure for domestic violence?	Y. Y. Y. Y. Y.	es es es es	Criminal penalties		N N N	0 0 0 0	Criminal penalties		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y: Y: Y: Y: Y:	es es es es es Civil	Criminal penalties Yes		N N N N	0 0 0 0 0 0 0	Criminal penalties Yes		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yi Yi Yi Yi Legislation	es es es Civil remedies	penalties		N N N N N Legislation	0 0 0 0 0 0 Civil remedies	penalties		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Y.Y. Y.Y. Y.Y. Legislation Yes Yes	es es es es Civil remedies No	penalties Yes		N N N N N Legislation	0 0 0 0 0 0 0 0 0 Civil remedies No No	penalties Yes		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes N	es es es es es Civil remedies No No	penalties Yes		N N N N N N N N N N N N N N N N N N N	0 0 0 0 0 0 0 0 Civil remedies No No 0 0	penalties Yes		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes N	es ses ses ses ses ses Civil remedies No No lo	penalties Yes		N N N N N Legislation Yes No	0 0 0 0 0 0 0 0 Civil remedies No No 0 0	penalties Yes		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes N	es ses ses civil remedies No No lo	penalties Yes		N N N N Legislation Yes No	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	penalties Yes		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes N N N N N N N N N N N N N N N N N N N	es es es es es es No No No lo lo Girls	penalties Yes		N N N N Legislation Yes No N Y N N N N N N N N N N N N N N N N	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	penalties Yes		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes N Boys 18	ess ess ess ess ess ess es es es es es e	penalties Yes		N N N N N N N N N N N N N N N N N N N	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	penalties Yes		
32. Is there a specialized court/procedure for domestic violence? Sexual harassment 33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: 35. Is there legislation on sexual harassment in education? 36. Is there legislation on sexual harassment in public places? Child and early marriage 37. What is the legal age of marriage for: 38. Are there exceptions? 39. Is child marriage void or prohibited?	Yes Yes N Boys 18	es ses ses ses ses ses ses ses ses ses	penalties Yes		No N	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	penalties Yes		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes N Boys 18	es es es es es es Civil remedies No No lo lo Girls 18 es	penalties Yes		N N N N N N N N N N N N N N N N N N N	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	penalties Yes		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes N Boys 18	es es es es es es Civil remedies No No lo lo Girls 18 es	penalties Yes		N N N N N N N N N N N N N N N N N N N	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	penalties Yes		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes N Boys 18	es ses ses ses ses ses ses ses ses ses	penalties Yes		N N N N N N N N N N N N N N N N N N N	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	penalties Yes		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Yes Yes N Boys 18 Yes N N N N N N N N N N N N N N N N N N N	es ses ses ses ses ses ses ses ses ses	penalties Yes		N N N N N Legislation Yes No N You Boys 18	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	penalties Yes		

	DANCI ADECII	DADDADOC
DECION	BANGLADESH	BARBADOS
REGION	South Asia	Latin America & Caribbean
INCOME GROUP	Lower middle income	High income
FEMALE POPULATION	78,362,971	143,333
FEMALE LABOR FORCE PARTICIPATION	60%	77%
ACCESSING INSTITUTIONS		
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes
If yes, does it mention gender?	Yes	No
3. Does the constitution contain a clause on equality?	Yes	No
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	14%	No quota
8. What are the quotas for women in local government?	23%	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried No Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	No Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	No	No
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	No	Yes
<u>USING PROPERTY</u>		
Marital property regime 25. What is the default marital property regime?	Separation of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests	original office.	Original office.
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	No	Yes
32. Do female and male surviving spouses have equal inheritance rights?	No	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	Yes	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation	8	NI/A
36. How many justices are on the constitutional court? 37. Of those, how many are women?	1	N/A N/A
38. Is the Chief Justice a woman?	No	N/A
Efficiency of procedure		1971
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	33%	30%
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	No	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	No	No

	BANGLADESH			BARBADOS				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	5!	5%			N	/A		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		N/A	N/A	N/A	
Discrimination	Marita	l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	No	No		1	Vo	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	112	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	N/A N/A	N/A N/A		100%	N/A N/A	N/A N/A	
54. How much of such leave is unpaid (days)?		:	: IN/A				IN/A	
FF. In uppaid parental leave is there a portion that must be taken by the	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the:	N/A N/A	N/A N/A			N/A N/A	N/A N/A		
	IVA	IV/A			IV/A	N/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	'es			N	lo		
58. Does the law mandate equal remaineration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		No.				lo		
60. Is dismissal of pregnant workers prohibited?		Vo.				es		
61. Are mothers guaranteed an equivalent position after maternity leave?	١	No			Y	es		
62. Are nursing mothers entitled to nursing breaks?	N	No.				lo		
63. Are parents entitled to flexible/part-time schedules?	N	No			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			67	67		
65. When can one retire and get partial benefits?	60	60			64	64		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Yes .				/es		
68. Can women and men do the same jobs?		No .			<u> </u>	Vo ·		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	No		Yes	Yes	Yes		/es	Yes
70. Can women work in these occupations in the same way as men:	Mining No	Factories No	Construction Yes	Other Yes	Mining Yes	Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		103		Heavy lifting	•	103
71. Can work on a csc tasto in the same way as men.	Yes	Yes	No		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	·			V			
72. Is there domestic violence legislation?		es				es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?		/A 'es				/A lo		
74. Are there clear criminal penalties for domestic violence:	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
76. Does domestic violence legislation protect family members?		'es				es	100	
77. Does domestic violence legislation protect former spouses?	Y	'es			Y	es		
78. Does domestic violence legislation protect unmarried intimate partners?	N	Vo.			N	lo		
79. Do protection orders for domestic violence exist?	Y	'es			Y	es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		'es				es		
81. Do protection orders for domestic violence prohibit contact?		'es				es		
82. Is there a specialized court/procedure for domestic violence?	Y	es Chall	Criminal		Y	es	Colonianal	
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	No		No	No	No	
85. Is there legislation on sexual harassment in education?	Y	'es				lo		
86. Is there legislation on sexual harassment in public places?		'es			N	lo		
Child and early marriage	Y	C3			_			
	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	Boys 21	Girls 18			18	18		
87. What is the legal age of marriage for: 88. Are there exceptions?	Boys 21	Girls 18			18 Y	18 es		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Boys 21 N	Girls 18 No Yes			18 Y	18 es es		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Boys 21 N	Girls 18			18 Y	18 es		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Boys 21 N Ye	Girls 18 No Yes			18 Y Y Y	18 es es es		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Boys 21 N Ye	Girls 18 No Yes Yes Yes			18 Y Y Y	18 es es es		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Boys 21 N Y Y N N N	Girls 18 No Yes			18 Y Y Y N	18 es es es lo		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Boys 21 N Y Y N N N N N N N N N N N N N N N N	Girls 18 18 18 18 18 10 6es 6es			18 Y Y Y N N	18 es es es		

	BELARUS	BELGIUM
REGION	Europe & Central Asia	High income: OECD
INCOME GROUP	Upper middle income	High income
FEMALE POPULATION	5,077,124	5,714,264
FEMALE LABOR FORCE PARTICIPATION	62%	62%
ACCESSING INSTITUTIONS		
Constitutional rights 1 Pers the constitution contains a clause on populisation?	Voc	Voc
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	Yes No	Yes No
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas	No quoto	33%
6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament?	No quota No quota	No quota
What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	50%
10. What are the quotas for women on candidate lists for local government?	No quota	50%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes N/A N/A	Yes Yes Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No Ver
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY Marital property regime		
25. What is the default marital property regime?	Partial community of property	Partial community of property
26. Who administers marital property?	Both must agree	Both must agree
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A No	N/A Yes
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access 33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation	_	
36. How many justices are on the constitutional court?	12 5	12
37. Of those, how many are women? 38. Is the Chief Justice a woman?	No No	No Z
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	No	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	7%
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	Yes
The annual e payments tax deductible:	:	
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
Childcare and education	NO NO	110
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care	Ver	Ven
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	Yes Yes	Yes Yes
		1.03

Michanish bits montation of coeff agencies 10 10 10 10 10 10 10 1		BELARUS			BELGIUM				
2.5 Point and sourced provided in grades (2000) epided Petalelian Utilities Electrications Petalelian Utilities Petalelian Utilities Petalelian Utilities Petalelian Utilities Petalelian Petalelian Utilities Petalelian P	BUILDING CREDIT								
Section Process Proc	Credit agencies								
Security Description Process Security Description Security Security Description Security Security Description Security		0	1%			1	%		
Mariel Status Marie Status Mar	48. Do the following provide information to credit agencies:			institutions				institutions	
Page			-	:			•		
Makembly Properties Prope				•				•	
December	·		140	: 110			110	. 103	
19.00 to the barraination the clothough page of leaves 100 1		Maternity	Datamitu	Darental		Mataraitu	Datamitu	Darontal	
25.0 the number of such them is part of such that							-		
13. What is for angage and pain?			;	-					
Mathies Mathies Summar (Morel)	52. Who pays for such leave?	Gov	N/A	Gov		Gov	Emp & Gov	Gov	
S. in unpaid parental larew is there a portion that must be taken by the:	54. How much of such leave is unpaid (days)?	0	N/A	0		0	0	0	
56. In pair parental level is there a portion that must be taked by the:	The state of the s		•						
Montage Process Proc									
St. Dec. believe manager equal emeración for work of equal value? Ves Ve		U	: 0			U	: 0		
38, Does the burnandset condiscrimination based on gooder in hiring? No		V	′ας			V	′ως		
19.6 Exercision 19.6 1									
16.1. Are making marketined an equivalent position after makenity leave?	·								
Second Personal Control (1998) Persona	60. Is dismissal of pregnant workers prohibited?	Y	'es			Y	'es		
16.3. Are parents entitled to flexible/part-time schedules? Wise Wise Wise Retirement & Parents Retire									
No.									
55 50 55 55 50 55 55									
55 Men 1 marked			-				•		
Mark Second Emotion of Industry retirement age? N/A									
Section Common and men work the same right hours? No	66. What is the mandatory retirement age?						-		
Section Common and men work the same right hours? No	Working hours and industry restrictions								
Hazardous Morally inappropriate Arduous No Ne Ne Ne Ne Ne Ne Ne	67. Can women and men work the same night hours?	`	Yes .			١	Yes		
No	68. Can women and men do the same jobs?		No			١	Yes		
Mining Factories Construction Other Mining Factories Construction Other No No No No No No No N	69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Metalwork Heavy lifting Other Metalwork Heavy lifting Other Metalwork Heavy lifting Other									
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other No	70. Can women work in these occupations in the same way as men:								
No No No No Ves Ves Ves PROTECTING WOMEN FROM VIOLENCE Domestic violence 2. Is there donestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for donestic violence? Physical Sexual Emotional Economic Physical S	71 Can women work on these tasks in the same way as men		-		INO				162
Domestic violence	71. Can women work on diese tasks in the same way as men.								
Domestic violence	PROTECTING WOMEN FROM VIOLENCE		•	•			•		
72. If not, are there aggisated or? 73. If not, are there aggisated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic No									
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Physi		V	′ρς				do.		
74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual Emotional Physical Economic Physical Sexua									
75. Does domestic violence legislation cover the following abuse: Yes Yes No									
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? No		Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
77. Does domestic violence legislation protect former spouses? No 78. Does domestic violence legislation protect unmarried intimate partners? No No 79. Do protection orders for domestic violence exist? No No No No No No No No No N	75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	No	No	No	No
78. Does domestic violence legislation protect unmarried intimate partners? No No No No Pyes No No No No No Pyes No No No No No No No No No N									
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence prohibit contact? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 83. To protect against sexual harassment, do the following exist: 84. Do no No No No No No Yes Yes No No No No No No No Yes Yes No									
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 83. To protect against sexual harassment, do the following exist: 84. Do have been deplayed by the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. No 88. For there legislation on sexual harassment in public places? 88. What is the legal age of marriage for: 89. Is child marriage void or prohibited? 89. Is child marriage void or prohibited? 89. Is child marriage penalized? 89. Is child marriage penalized? 80. Is marrial rape explicitly criminalized? 80. Is find, can a wife or partner file a complaint? 80. No 81. No 82. Is there a specialized court/procedure for domestic violence? 84. No 85. Is there a specialized court/procedure for domestic violence? 85. Is there a specialized? 86. Is there a specialized? 87. What is the legal age of marriage for: 88. It is a specialized? 89. It is child marriage penalized? 80. It is martial rape explicitly criminalized? 80. No 8									
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment Legislation Civil Criminal penalties penalties 83. To protect against sexual harassment, do the following exist: No No No No No Yes Yes No 84. Do the following exist concerning sexual harassment in employment: No No No No No Yes Yes No 85. Is there legislation on sexual harassment in education? No No No No No Yes Yes No 86. Is there legislation on sexual harassment in public places? No N									
Legislation Civil penalties Penalties Criminal penalties	81. Do protection orders for domestic violence prohibit contact?								
Sexual harassment 83. To protect against sexual harassment, do the following exist: No No No No Yes Yes No 84. Do the following exist concerning sexual harassment in employment: No No No No No Yes Yes No 85. Is there legislation on sexual harassment in education? No N	82. Is there a specialized court/procedure for domestic violence?	Y	'es			N	No		
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage 88. Are there exceptions? 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? 80. Is marital rape 91. Is marital rape explicitly criminalized? 80. Are rape perpetrators exempt if they are married to the victim? 80. No 81. No 82. No 83. No 84. No 84. No 85. No 86. Is there legislation on sexual harassment in employment: 86. No 87. No 88. SirIs 89. SirIs 89. Is the legal age of marriage for: 88. Is the legal age of marriage or marriage for: 88. Is the legal age of marriage or marriage for: 88. Is the legal age of marriage penalized? 99. Is child marriage penalized? 90. Is child marriage penalized? 91. Is marital rape explicitly criminalized? 91. No 92. If not, can a wife or partner file a complaint? 94. Yes 95. Are rape perpetrators exempt if they are married to the victim? 91. No 92. If not, can a wife or partner file a complaint? 94. No 95. No 96. No 97. No 97. No 98. No 99. No	Sevual harassment	Legislation				Legislation			
84. Do the following exist concerning sexual harassment in employment: No							•		
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? No Child and early marriage 87. What is the legal age of marriage for: 18 18 18 18 18 18 18 18 18 18 18 18 18	84. Do the following exist concerning sexual harassment in employment:		9				·	 	
Child and early marriage 87. What is the legal age of marriage for: 18 18 18 18 18 88. Are there exceptions? Yes 90. Is child marriage penalized? No Yes Marital rape 91. Is marital rape explicitly criminalized? No No No No No No No No No N	85. Is there legislation on sexual harassment in education?	1	No			N	No		
87. What is the legal age of marriage for: 18 18 18 88. Are there exceptions? Yes 90. Is child marriage penalized? No Yes 91. Is marital rape 91. Is marital rape explicitly criminalized? No No No No No No No No No N	86. Is there legislation on sexual harassment in public places?	N	lo			ı	No		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? No Yes Warital rape 91. Is marital rape explicitly criminalized? No No No No 92. If not, can a wife or partner file a complaint? Yes No No No No No No No No No N									
89. Is child marriage void or prohibited? 90. Is child marriage penalized? No Yes Marital rape 91. Is marital rape explicitly criminalized? No No No 92. If not, can a wife or partner file a complaint? Yes No No No No No No No No No N	87. What is the legal age of marriage for:		•				•		
90. Is child marriage penalized? Mo Marital rape 91. Is marital rape explicitly criminalized? No No No 92. If not, can a wife or partner file a complaint? Yes 93. Are rape perpetrators exempt if they are married to the victim? No No	·								
Marital rape 91. Is marital rape explicitly criminalized? No No 92. If not, can a wife or partner file a complaint? Yes Yes 93. Are rape perpetrators exempt if they are married to the victim? No No									
91. Is marital rape explicitly criminalized? No No No 92. If not, can a wife or partner file a complaint? Yes 93. Are rape perpetrators exempt if they are married to the victim? No No			10			ı	CJ		
92. If not, can a wife or partner file a complaint? Yes Yes 93. Are rape perpetrators exempt if they are married to the victim? No No			Vo				Vo		
93. Are rape perpetrators exempt if they are married to the victim? No No									
94. Are rape perpetrators exempt if they marry the victim? No No	93. Are rape perpetrators exempt if they are married to the victim?	M	lo			١	No		
	94. Are rape perpetrators exempt if they marry the victim?	N	lo			١	No		

	20110	
	BELIZE	BENIN
REGION	Latin America & Caribbean	Sub-Saharan Africa
INCOME GROUP	Upper middle income	Low income
FEMALE POPULATION	170,087	5,315,341
FEMALE LABOR FORCE PARTICIPATION	52%	69%
ACCESSING INSTITUTIONS		
Constitutional rights	V ₁ .	Ni
Does the constitution contain a clause on nondiscrimination? Have does it mention goodes?	Yes	No N/A
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes	Yes
5. Does the constitution contain a clause on equality:	Recognized Invalid	Recognized : Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Ouotas		11471
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	No Yes	No Yes
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	N/A N/A Yes Yes	No Yes Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes No Yes
19. Can a woman choose where to live in the same way as a man?20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	No Yes Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	No Yes
Division of responsibility within marriage		·
22. Do spouses have equal rights to convey citizenship?	Yes	No
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests	N/6	N /A
27. If the husband administers property, is spousal consent required for major transactions?	N/A No	N/A Yes
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	Yes	No
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights	:	
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	Yes
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	7	7
37. Of those, how many are women?	2	2
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	No No
40. If yes, what is the maximum amount (%GNI/capita)?	53%	N/A
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	No
41. Are chilocate payments tax deductible?	·	·
A2 Are those too deductions as well to the Color of the color	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	Yes No
Childcare and education 43. Is childcare subsidized or publicly provided?	No	Vor
43. Is Childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	No Yes	Yes Yes
	10	163
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	Yes

	BELIZE			BENIN				
BUILDING CREDIT								
Credit agencies								
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	N	/A			123	35%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		No	No	No	
Discrimination	Marita	Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:	I	No	No		N	No .	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	98	N/A	N/A		98	3	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	80%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		lo			N			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo .				es In		
59. Is it prohibited for prospective employers to ask about family status?		lo lo			N V	0 es		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		lo lo				es 		
62. Are nursing mothers entitled to nursing breaks?		lo				es es		
63. Are parents entitled to flexible/part-time schedules?		lo			N			
·								
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 60	Men 60		
65. When can one retire and get ruin benefits?	60	60			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	IN/A	IV/A			N/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es			V	'es		
68. Can women and men do the same jobs?		Vo Vo				vo Vo		
· · · · · · · · · · · · · · · · · · ·								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70. 6	Yes Mining		'es Construction	Yes Other	No Mining		'es Construction	No Other
					Pilitiu			Other
70. Can women work in these occupations in the same way as men:		Factories No					•	
	No	No	No	Yes	No	No	No	Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No	No Heavy lifting	No Other		No		No	
71. Can women work on these tasks in the same way as men:	No Metalwork	No	No		No Metalwork	No Heavy lifting	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Metalwork	No Heavy lifting	No Other		No Metalwork	No Heavy lifting	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Metalwork Yes	No Heavy lifting Yes	No Other		No Metalwork No	No Heavy lifting No	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork Yes	No Heavy lifting Yes	No Other		No Metalwork No	No Heavy lifting No	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Metalwork Yes	No Heavy lifting Yes es /A	No Other		No Metalwork No Ye	No Heavy lifting No No	No Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork Yes Yes No	No Heavy lifting Yes Yes A A Lift A	No Other No	Yes	No Metalwork No Ye N,	No Heavy lifting No No ess /A	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Metalwork Yes Yes Y N Y Physical	No Heavy lifting Yes es /A es Sexual	No Other No	Yes	No Metalwork No Ye No Ye Physical	No Heavy lifting No Pes Sexual	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Metalwork Yes Yes Yes Yes Physical Yes	No Heavy lifting Yes es /A es Sexual Yes	No Other No	Yes	No Metalwork No Ye No Ye No Physical Yes	No Heavy lifting No No Pes A Pes Sexual Yes	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No Metalwork Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes es /A es Sexual Yes es	No Other No	Yes	No Metalwork No Ye No Ye No Ye Ye Ye Yes Yes	No Heavy lifting No No 25 /A 25 Sexual Yes	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes es /A es Sexual Yes es	No Other No	Yes	No Metalwork No Ye No Physical Yes Ye Ye	No Heavy lifting No No Ses /A Ses Sexual Yes Ses	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No Metalwork Yes Yes Yes Physical Yes Yes	No Heavy lifting Yes es Sexual Yes es es Sexual Yes es es es	No Other No	Yes	No Metalwork No Ye N, Ye Physical Yes Ye Ye Ye Ye	No Heavy lifting No No Ses YA Pes Sexual Yes Pes Pes Pes	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No Metalwork Yes Yes Yes Physical Yes Yes Yes	No Heavy lifting Yes es /A es Sexual Yes es es es es es	No Other No	Yes	No Metalwork No Ye N, Ye Physical Yes Ye Ye N, N	No Heavy lifting No No Ses Sexual Yes Ses Ses No	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Metalwork Yes Yes No Physical Yes Yes Yes Yes	No Heavy lifting Yes es Sexual Yes es Sexual Yes es ses Sexual	No Other No	Yes	No Metalwork No Ye No Physical Yes Ye Ye No	No Heavy lifting No No Ses Sexual Yes Ses Ses Ses No No No	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Metalwork Yes Yes Yes Physical Yes Y Y Y Y Y Y Y Y Y Y Y	No Heavy lifting Yes es /A es Sexual Yes es es es es es	No Other No	Yes	No Metalwork No Ye No Physical Yes Ye No	No Heavy lifting No No Ses YA Ses Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	No Other No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	No Other No Emotional Yes Criminal	Yes	No Metalwork No Ye No Physical Yes Ye No	No Heavy lifting No No Ses Sexual Yes Ses Ses Co No No Civil	No Other No Emotional Yes Criminal	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	No Other No Emotional Yes Criminal penalties	Yes	No Metalwork No Ye No Physical Yes Ye Ye Ye Legislation	No Heavy lifting No No Ses Sexual Yes Ses Ses Civil remedies	No Other No Emotional Yes Criminal penalties	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	No Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes es //A es Sexual Yes es es es es es crimination Civil remedies Yes	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye N, Ye N, Ye Physical Yes Ye N N N N N Ve Legislation Yes	No Heavy lifting No No Ses Sexual Yes Ses Ses Clo Io Io Io Iremedies No	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes es ses es es es es yes es yes yes yes	No Other No Emotional Yes Criminal penalties	Yes	No Metalwork No Ye No Ye No Ye Physical Yes Ye Ye Ye Ye Legislation Yes Yes	No Heavy lifting No No Ses Sexual Yes Ses Ses Ses No No No	No Other No Emotional Yes Criminal penalties	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Metalwork Yes Yes Yes Physical Yes Y Y Y Y Y Legislation Yes Yes Yes	No Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye No Ye No Physical Yes Ye No	No Heavy lifting No No Sexual Yes Ses Colo No No No No No No No No	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	No Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes es e	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye No Ye No Physical Yes Ye	No Heavy lifting No No Ses Sexual Yes Ses Ses No No No Ses No No Ses No No Ses No	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	No Metalwork Yes Yes Yes Physical Yes Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes Ses es Civil remedies Yes Yes Girls	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye No Ye No Physical Yes Ye Ye Ye Ye Ye Ye No	No Heavy lifting No No Sexual Yes Sexual Yes Sexual The sexual No No No No Sexual The sexual No No No Sexual The sexual No No Sexual The sexual	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye No Physical Yes Ye Ye Ye Ye Ye Ye N N N Ye Legislation Yes Yes Yes Yes Yes Yes	No Heavy lifting No No Sexual Yes Sexual Yes Sexual The ses Sexual No No Ses Sexual The ses Sexual No No Sexual No Sexual No No Sexual No Sex	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye No Physical Yes Ye Ye Ye Ye Ye Se No	No Heavy lifting No No Ses Sexual Yes Ses Ses Ses No No Ses	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye No Physical Yes Ye Ye Ye Ye Se No	No Heavy lifting No No Sexual Yes Sexual Yes Ses No No No Ses Sexual 18 Sexu	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye No Physical Yes Ye Ye Ye Ye Ye Se No	No Heavy lifting No No Sexual Yes Sexual Yes Ses No No No Ses Sexual 18 Sexu	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	No Metalwork Yes Yes Yes Physical Yes Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Ye	No Heavy lifting Yes es /A es Sexual Yes es es civil remedies Yes es folio Girls 18 es ses ses ses ses ses ses	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No No Ye N, Ye N, Ye Physical Yes Ye Ye Ye N N N N N N N N N N N N N N N	No Heavy lifting No No Sexual Yes es Sexual Yes es No No No es Signification No No es Sexual Iremedies No No No es Sexual Iremedies Ire	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye N, Ye N, Ye Physical Yes Ye Ye Ye Ye Ye Se Ye N N N N N N N N N N N N N N N N N N	No Heavy lifting No No Sexual Yes es Sexual Yes es No No No Sexual I remedies	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	No Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes es Ses es e	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No No Ye N, Ye N, Ye Physical Yes Ye Ye Ye Ye Se Ye N N N N N N N Ye Legislation Yes Yes Ye Ye Ye Ye N N N N N N N N N N N N N N	No Heavy lifting No No Sexual Yes Sexual Yes Ses No No No Ses No No No Ses Ses It Remedies No No No Ses Ses Ses Ses Ses No No Ses Ses Ses Ses Ses Ses No No No Ses	No Other No Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	No Other No Emotional Yes Criminal penalties No	Yes	No Metalwork No Ye No Physical Yes Ye Ye No	No Heavy lifting No No Sexual Yes es Sexual Yes es No No No Sexual I remedies	No Other No Emotional Yes Criminal penalties Yes	Yes

	BHUTAN	BOLIVIA
REGION	South Asia	Latin America & Caribbean
INCOME GROUP	Lower middle income	Lower middle income
FEMALE POPULATION	354,222	5,428,762
FEMALE LABOR FORCE PARTICIPATION	69%	66%
ACCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid No N/A
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
What are the quotas for women in local government? What are the quotas for women an eardidate lift for parliament?	No quota	No quota 50%
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota No quota	50%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	No Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	No Yes Yes Yes	Yes Yes Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage	Ven	Ver
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?	Yes No	Yes No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Other	Partial community of property
26. Who administers marital property?	Both must agree	Both must agree
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access 33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	5	7
37. Of those, how many are women? 38. Is the Chief Justice a woman?	No	2 No
Efficiency of procedure	NO	140
39. Is there a small claims court/fast track procedure?	No	No
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	N/A
PROVIDING INCENTIVES TO WORK		
Personal income tax	N.	N
41. Are childcare payments tax deductible?	No :	No :
(2) And there has defined as a sufficient of the control of the co	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education 43. Is childcare subsidized or publicly provided?	No	Yes
44. Is primary education free and compulsory?	No	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	No	No

	BHUTAN			BOLIVIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		Yes	No	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			Status Yes	Gender Yes	
·		VO .	: INU		· ·	es	162	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 56	Yes 5	No N/A		Yes 90	Yes 3	No N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		es Io				es Io		
63. Are parents entitled to flexible/part-time schedules?								
Retirement & pensions 64. When can one retire and get full benefits?	Women N/A	Men N/A			Women 57	Men 58		
65. When can one retire and get ruin benefits?	N/A	N/A N/A			49	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14/11	,,,,			11//	,,,,		
67. Can women and men work the same night hours?	1	/es			1	No		
68. Can women and men do the same jobs?		No				Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous		appropriate	Arduous
os. Can women work in these types of jobs in the same way as men.								
			/Δc				do :	
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	es Construction	Yes Other	No Mining		No Construction	No Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes		Construction Yes	Other Yes	Mining Yes			
70. Can women work in these occupations in the same way as men:71. Can women work on these tasks in the same way as men:	Mining Yes	Factories	Construction Yes	Other	Mining Yes	Factories Yes Heavy lifting	Construction Yes	Other
	Mining Yes	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other
<u> </u>	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men:	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining Yes Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining Yes Metalwork Yes Yes Yes Yes Physical Yes	Factories Yes Heavy lifting No es /A es Sexual Yes	Construction Yes Other Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes N, Yes Physical Yes	Factories Yes Heavy lifting Yes es Sexual Yes	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No No Ses J/A Ses Sexual Yes	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A es Sexual Yes	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No No Sexual Yes es	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es es	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes	Factories Yes Heavy lifting No es Sexual Yes es Sexual Yes es	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es Sexual Yes	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No es Sexual Yes es es Sexual Yes es es	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A es Sexual Yes es es es es	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining Yes Metalwork Yes Yes Yes Yes Physical Yes Yes Yes Yes	Factories Yes Heavy lifting No es Sexual Yes es es es es es	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes	Factories Yes Heavy lifting No es Sexual Yes es es es es es es es	Construction Yes Other Yes Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes You Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es es es es es es es	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es es es es es es comparison of the property of	Construction Yes Other Yes Emotional Yes Criminal	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No es Sexual Yes es Sexual Yes es	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A es Sexual Yes es es es es es crivil remedies	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No es Sexual Yes es es es es es No No No	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es es No No	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Mining Yes Metalwork Yes Yes Yes Physical Yes Y Y Y Legislation Yes Yes	es Yes Sexual Yes es Sexual Yes es Civil remedies No No	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es es es es es es No No es	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Yes Sexual Yes es Sexual Yes es Civil remedies No No	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Mining Yes Metalwork Yes Yes Yes Physical Yes Y Y Y Legislation Yes Yes N Boys	es Yes Sexual Yes es Sexual Yes es Civil remedies No No Ro R	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes es Sexual Yes es es es es es es es es es Givil remedies No No es lo Girls	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Yes Sexual Yes Ses Ses Givil remedies No No Girls 18	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes Sexual Yes es Civil remedies No No es lo Girls 18	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Mining Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes N N Legislation Yes Yes N N Boys 18	es Yes Sexual Yes es Sexual Yes es Civil remedies No No Ro R	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes es Sexual Yes es es es es es es es es es Givil remedies No No es lo Girls	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect umarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Mining Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting No Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es For incomplete the service of the service o	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Mining Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting No es Sexual Yes es Sexual Yes es es es es es es es for Civil remedies No No No lo lo Girls 18	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes No Regislation Yes Yes No Regislation Yes Yes No Regislation Yes Yes No No Regislation Yes Yes No No No No No No No No No N	Factories Yes Yes Heavy lifting No es Sexual Yes es Sexual Yes es es es es es es es for Civil remedies No No No lo lo Girls 18	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting No Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es Ses es Heavy lifting Yes Heavy lif	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Mining Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes No No Res No No No No No No No No No N	Factories Yes Yes Heavy lifting No es Sexual Yes es Ses es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes

	BOSNIA AND HERZEGOVINA	BOTSWANA
REGION	Europe & Central Asia	Sub-Saharan Africa
INCOME GROUP	Upper middle income	Upper middle income
FEMALE POPULATION	1,958,149	1,011,825
FEMALE LABOR FORCE PARTICIPATION	42%	75%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality?	Yes No	Yes No
3. Does the constitution contain a clause on equality?		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid Yes No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	40%	No quota
10. What are the quotas for women on candidate lists for local government?	40%	No quota
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried No Yes
Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Partial community of property	Separation of property
26. Who administers marital property?	Both must agree	Original owner
Protecting a wife's interests 27. If the hydroid administrar property is convert conviced for major transactions?	N/A	NI/A
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	No	N/A No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No Vos	No Yes
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	162
Judicial representation 36. How many justices are on the constitutional court?	9	N/A
37. Of those, how many are women?	4	N/A
38. Is the Chief Justice a woman?	No	N/A
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	140%	14%
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	No
	;	
42 Are there tay deductions or credits specific to man hypman?	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women? Children and education	No No	No No
Childcare and education 43. Is childcare subsidized or publicly provided?	Yes	No
44. Is primary education free and compulsory?	Yes	No
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	No
46. Must employers provide leave to care for sick relatives?	Yes	No

	BOSNIA AND HERZEGOVINA				BOTSWANA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	institutions		Retailers Yes	Utilities No	institutions Yes	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		'es	Yes			Vo	No	
GETTING A JOB						-		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	365	7	N/A		84	N/A	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	60%	100%	N/A		50%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Y	2S			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	2S			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?		2S			N			
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	25			N	lo		
62. Are nursing mothers entitled to nursing breaks?	Y	2S			Ye	es		
63. Are parents entitled to flexible/part-time schedules?	Y	25			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			65	65		
65. When can one retire and get partial benefits?	55	60			65	65		
66. What is the mandatory retirement age?	65	65			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	\	'es			Y	'es		
68. Can women and men do the same jobs?		Vo				'es		
·	Hannadava	Manallada		Audinana				Andress
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate '	Arduous	Hazardous		appropriate	Arduous
70. C	No Mining	Factories	/es Construction	No Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		1.03		Heavy lifting		103
· · · · · · · · · · · · · · · · · · ·	Yes	Yes	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		2S			Ye			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N ₁	/A			N,	/A		
74. Are there clear criminal penalties for domestic violence?		es es			N	lo.		
	Physical							
75. Does domestic violence legislation cover the following abuse:		Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
76. Does domestic violence legislation protect family members?	Yes	Yes	Emotional Yes	Economic Yes	Yes	Sexual Yes	Emotional Yes	Yes
	Yes	Yes es			Yes	Sexual Yes	•	
77. Does domestic violence legislation protect former spouses?	Yes Yes Yes	Yes es es			Yes Yes	Sexual Yes	•	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Yi	Yes es es			Yes Yes Yes	Yes es es	•	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Yi Yi Yi	Yes es es es			Yes Yi Yi Yi	Yes es es es es	•	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yi Yi Yi Yi Yi Yi Yi	Yes es es es es es			Yes Yi Yi Yi Yi	Yes es es es es es	•	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yi Yi Yi Yi Yi Yi Yi Yi Yi	Yes es es es es es es es es es			Yes Yi	Sexual Yes es es es es es es es es es	•	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yi Yi Yi Yi Yi Yi Yi Yi Yi	Yes Yes Ses Ses Ses Ses Ses Ses	Yes		Yes Yi	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Yi Yi Yi Yi Yi Yi Yi Yi Yi	Yes 25 25 25 25 25 25 26 27 Civil	Yes		Yes Yi	Sexual Yes es es es es Civil	Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes	Yes Yes Ses Ses Ses Ses Ses Ses	Yes		Yes Yes Yi	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes	Yes 25 25 25 25 25 25 25 26 27 Civil remedies	Yes Criminal penalties		Yes	Sexual Yes 25 25 25 25 25 25 25 26 27 Civil remedies	Yes Criminal penalties	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Yes Yes Yes Yes Yes Yes Yes Yes	Yes 25 25 25 25 25 25 25 Civil remedies Yes	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes No	Yes 25 25 25 25 25 25 25 26 27 27 27 27 27 27 27 27 27 27 27 27 27	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes	Yes 25 25 25 25 25 25 25 25 26 27 Civil remedies Yes Yes	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es es es es es es es es No No No	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes	Yes 25 25 25 25 25 25 25 25 25 25 25 25 25	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es es es es es es es No No No	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes	Yes es e	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es es es es es es es es No No No	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes	Yes 25 25 25 25 25 25 25 25 25 25 26 27 Civil remedies Yes Yes 25 26 27 28 28 29 29 30 31 31 31 31 31 31 31 31 31 31 31 31 31	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes No No No Boys 21	Sexual Yes es es es es es es es No No o o o Girls	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes	Yes 25 25 25 25 25 25 25 25 27 Civil remedies Yes Yes 25 26 27 28 28 29 30 31 31	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes No No No Boys 21	Sexual Yes es e	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes	Yes 25 25 25 25 25 25 25 25 25 25 25 25 25	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes No No Boys 21	Sexual Yes es e	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes	Yes 25 25 25 25 25 25 25 25 25 25 25 25 25	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes No No Boys 21	Sexual Yes es e	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes	Yes 25 25 25 25 25 25 25 25 25 25 25 25 25	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es e	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes	Yes 25 25 25 25 25 25 25 25 25 25 25 25 25	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es e	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes	Yes 25 25 25 25 25 26 26 26 26 26 26 26 26 26 26 26 26 26	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es e	Yes Criminal penalties Yes	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes	Yes 25 25 25 25 25 25 26 26 27 26 27 27 27 27 27 27 27 27 27 27 27 27 27	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es e	Yes Criminal penalties Yes	

	BRAZIL	BRUNEI DARUSSALAM
REGION	Latin America & Caribbean	East Asia & Pacific
NCOME GROUP	Upper middle income	High income
EMALE POPULATION	102,721,419	208,876
EMALE LABOR FORCE PARTICIPATION	65%	56%
CCESSING INSTITUTIONS		
Constitutional rights		
. Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
B. Does the constitution contain a clause on equality?	Yes	No
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
i. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes No
Quotas	No mucho	No suele
. What are the quotas for women on corporate boards?	No quota	No quota
. What are the quotas for women in parliament?	No quota	No quota
. What are the quotas for women in local government? . What are the quotas for women on candidate lists for parliament?	No quota 30%	No quota No quota
What are the quotas for women on candidate lists for local government?	30%	No quota
	Married Unmarried	Married Unmarried
Rights of married and unmarried women 1. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
2. Can a woman apply for a national ID card in the same way as a man? 2. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
3. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
4. Can a woman travel outside her home in the same way as a man?	Yes Yes	No Yes
5. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
6. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
7. Can a woman register a business in the same way as a man? 8. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
9. Can a woman choose where to live in the same way as a man?	Yes Yes	No Yes
O. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	No No
1. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
2. Do spouses have equal rights to convey citizenship?	Yes	No
3. Are wives required to obey their husbands?	No	Yes
4. Must spouses jointly financially maintain the family?	Yes	No
SING PROPERTY		
Marital property regime		
15. What is the default marital property regime?	Partial community of property	No default
6. Who administers marital property?	Both must agree	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
18. Are there special provisions governing the marital home?	No	No
9. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
0. Do men and women have equal ownership rights to property?	Yes Yes	No Yes
nheritance rights		
1. Do sons and daughters have equal inheritance rights?	Yes	No
2. Do female and male surviving spouses have equal inheritance rights?	Yes	No
OING TO COURT		
Equality of access		
3. Are customary law courts recognized?	No	No
4. Are personal law courts recognized?	No	Yes
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
ludicial representation		N/6
6. How many justices are on the constitutional court?	11	N/A
7. Of those, how many are women? 8. Is the Chief Justice a woman?	2 No	N/A N/A
	INU	IV/A
Efficiency of procedure 9. Is there a small claims court/fast track procedure?	Yes	Yes
9. Is there a small claims countriast track procedure? O. If yes, what is the maximum amount (%GNI/capita)?	117%	22%
	70	LLIV
ROVIDING INCENTIVES TO WORK		
Personal income tax 1. Are childcare payments tax deductible?	Yes	No
п. же енисене раутель тах асаасаыс:		i
2. And those has deduction as and the control of th	Men Women	Men Women
2. Are there tax deductions or credits specific to men/women?	No No	Yes No
Childcare and education	V6-	N1.
3. Is childcare subsidized or publicly provided?	Yes	No Voc
4. Is primary education free and compulsory?	Yes	Yes
Financial support and care 15. Does the government provide a child allowance to parents?	No	No

	BRAZIL			BRUNEI DARUSSALAM				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
		:	Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
Discrimination	Yes	Yes	Yes		No	No	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			Status No	Gender No	
GETTING A JOB						••	110	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	120	5	N/A		91	N/A	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		14	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Ŋ	No			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	'es			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	١	Vo.			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	'es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		'es				lo		
62. Are nursing mothers entitled to nursing breaks?		'es				lo		
63. Are parents entitled to flexible/part-time schedules?	N	No .			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	65			60	60		
65. When can one retire and get partial benefits?	50	55			60	60		
66. What is the mandatory retirement age?	65	70			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	}	Yes .			١	'es		
68. Can women and men do the same jobs?		No			١	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	١	⁄es	Yes	Yes	Υ	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	'es			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	I/A			N	/A		
74. Are there clear criminal penalties for domestic violence?	Y	'es			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?	Y	'es			Y	es		
77. Does domestic violence legislation protect former spouses?	Y	'es			N	lo		
78. Does domestic violence legislation protect unmarried intimate partners?	Y	'es			N	lo		
79. Do protection orders for domestic violence exist?	Y	'es			Y	es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		'es			Y	es		
81. Do protection orders for domestic violence prohibit contact?		'es				es		
82. Is there a specialized court/procedure for domestic violence?	Y	'es			Y	25		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?	N	No.			N	0		
86. Is there legislation on sexual harassment in public places?	N	Vo.			N	lo		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?		•			Y	es		
90. Is shild marriage yaid or prohibited?	Y	62						
89. Is child marriage void or prohibited?		es 'es			Y	es		
90. Is child marriage penalized?	Y					es es		
,	Y	'es						
90. Is child marriage penalized?	Yı N	'es			Y			
90. Is child marriage penalized? Marital rape	Yı N	es Vo			Y	es		
90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Y N	'es No 'es			Yi N	es lo		
90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yi N N	es No es //A			Y N N Y	lo lo		

	BULGARIA	BURKINA FASO			
REGION	Europe & Central Asia	Sub-Saharan Africa			
INCOME GROUP	Upper middle income	Low income			
FEMALE POPULATION	3,717,047	8,753,094			
FEMALE LABOR FORCE PARTICIPATION	64%	80%			
ACCESSING INSTITUTIONS					
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	No	Yes			
2. If yes, does it mention gender?	N/A	Yes			
3. Does the constitution contain a clause on equality?	Yes	Yes			
	Recognized Invalid	Recognized Invalid			
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A No N/A	Yes Yes No N/A			
Ouotas	INU : IN/A	NO : N/A			
What are the quotas for women on corporate boards?	No quota	No quota			
7. What are the quotas for women in parliament?	No quota	No quota			
8. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?	No quota No quota	No quota 30%			
10. What are the quotas for women on candidate lists for local government?	No quota	30%			
Rights of married and unmarried women	Married Unmarried	Married Unmarried			
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes			
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes			
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes			
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes			
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes			
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes			
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes	No Yes Yes Yes			
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A			
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?	Yes	Yes			
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes			
USING PROPERTY	103	163			
Marital property regime					
25. What is the default marital property regime?	Partial community of property	Partial community of property			
26. Who administers marital property?	Both must agree	Both must agree			
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A			
28. Are there special provisions governing the marital home?	Yes	Yes			
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes			
Property rights	Married Unmarried	Married Unmarried			
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes			
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	Yes	Yes			
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes			
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized? 34. Are personal law courts recognized?	No No	No No			
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	No Yes	No Yes			
Judicial representation	ics	165			
36. How many justices are on the constitutional court?	12	10			
37. Of those, how many are women?	3	3 No.			
38. Is the Chief Justice a woman? Efficiency of procedure	No	No			
39. Is there a small claims court/fast track procedure?	No	No			
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	N/A			
PROVIDING INCENTIVES TO WORK					
Personal income tax 41. Are childcare payments tax deductible?	No	No			
The children payments tax deductible:		:			
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women Yes No			
Childcare and education					
43. Is childcare subsidized or publicly provided?	Yes	Yes			
44. Is primary education free and compulsory?	Yes	Yes			
Financial support and care 45. Does the government provide a child allowance to parents?	Yes	Yes			
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	Yes	No Tes			

	BULGARIA			BURKINA FASO				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	0%			1425%			
	!		Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		No	No	No	
Discrimination		l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:	`	/es	Yes			No	No	
GETTING A JOB		:				•		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	410	15	365 Gov		98	3	N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Gov 90%	Gov 90%	Partially paid		Emp & Gov 100%	Emp 100%	N/A N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	0	N/A	
34. Now mach of sach leave is anjura (adys).			: "		Mother	Father	: 14/74	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Υ	Yes			No			
58. Does the law mandate nondiscrimination based on gender in hiring?	Yes				No			
59. Is it prohibited for prospective employers to ask about family status?	Y	es			No			
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	ı	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	63	65 65			56 56	56 56		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	IV/A	IV/A			IV/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	,	/es			\	⁄es		
68. Can women and men do the same jobs?		No .				Vo .		
•				Audinana				Andress
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate Yes	Arduous Yes	Hazardous No		appropriate 'es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
70. Can women work in these occupations in the same way as men.	No	Yes	No	No	Yes	Yes	No	Yes
1. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	Yes	No		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A			No			
74. Are there clear criminal penalties for domestic violence?	١	lo			N	lo		
·	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?		es				lo		
77. Does domestic violence legislation protect former spouses?	Yes				No No			
78. Does domestic violence legislation protect unmarried intimate partners?	Yes							
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes					lo lo		
81. Do protection orders for domestic violence prohibit contact?		es es				lo		
82. Is there a specialized court/procedure for domestic violence?		es es				lo		
· · · · · · · · · · · · · · · · · · ·	Legislation	Civil	Criminal		Legislation	Civil	Criminal	
Sexual harassment		remedies	penalties			remedies	penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes Yes	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Voc	THE	No		Yes	No Io	Yes	
86. Is there legislation on sexual harassment in public places?	Yes	-						
8b. IS THERE REGISTATION ON SEXUAL HARASSITIENT IN DUDIE DIACES?	Υ	es				lo		
	Y 1	es Io			N	lo Girle		
Child and early marriage	Y N Boys	es lo Girls			Boys	Girls		
Child and early marriage 87. What is the legal age of marriage for:	Boys 18	es lo Girls 18			Boys 20	Girls 20		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	80ys 18	es lo Girls			Boys 20	Girls		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Boys 18	es lo Girls 18			Boys 20 Y	Girls 20		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Boys 18	es Girls 18			Boys 20 Y	Girls 20 es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Boys 18 Y Y	es Girls 18			Boys 20 Ye	Girls 20 es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Boys 18 Y Y Y Y Y Y	es lo Girls 18 es es es lo lo es lo lo es			Boys 20 Y N Y Y	Girls 20 es lo es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Boys 18 18 Y Y Y Y	es lo Girls 18 es es es			8 Boys 20 Y. N. N. Y. N.	Girls 20 es lo es		

	BURUNDI		CAMBODIA			
REGION		Sub-Saharan Africa	East Asia & Pacific			
INCOME GROUP	Low income		Low income			
FEMALE POPULATION	5,303,902			7,886,298		
FEMALE LABOR FORCE PARTICIPATION	84%		82%			
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Yes		Ye	25		
2. If yes, does it mention gender?	Yes		Yes			
3. Does the constitution contain a clause on equality?	Yes		Yes			
	Recognized :	Invalid	Recognized Invalid			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
Quotas	110		110	14/1		
6. What are the quotas for women on corporate boards?	No quota		No quota			
7. What are the quotas for women in parliament?	30%		No quota			
What are the quotas for women in local government?	30%		No quota			
9. What are the guotas for women on candidate lists for parliament?	No quota		No quota			
10. What are the quotas for women on candidate lists for local government?	No quo		No quota			
Rights of married and unmarried women	Married U	Unmarried	Married	Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes		
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes Yes	Yes	Yes		
17. Can a woman register a business in the same way as a man?18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes	Yes Yes	Yes		
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes		
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A		
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	No		Ye	25		
23. Are wives required to obey their husbands?	No		N	0		
24. Must spouses jointly financially maintain the family?	Yes		Ye	25		
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Full com	munity of property	Partial o	community of property		
26. Who administers marital property?		th must agree		oth must agree		
Protecting a wife's interests		•		•		
27. If the husband administers property, is spousal consent required for major transactions?	N/A		N,	/A		
28. Are there special provisions governing the marital home?	No		Ye	25		
29. Does the law provide for valuation of nonmonetary contributions?	Yes		Ye	25		
Property rights	Married L	Unmarried	Married	Unmarried		
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes		
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	No		Ye	25		
32. Do female and male surviving spouses have equal inheritance rights?	No		Ye			
	110					
GOING TO COURT						
Equality of access				-		
33. Are customary law courts recognized?	No		N			
34. Are personal law courts recognized?	No		N			
35. Is a woman's testimony afforded equal weight to that of a man?	Yes		Ye	25		
Judicial representation				1		
36. How many justices are on the constitutional court? 37. Of those, how many are women?	7		9			
· · · · · · · · · · · · · · · · · · ·			N			
38. Is the Chief Justice a woman?	No		IN	U		
Efficiency of procedure 30 Is there a small claims court (fact track procedure)	V		1/2	nc .		
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Yes 223%		Yes 24%			
	225%		2470			
PROVIDING INCENTIVES TO WORK						
Personal income tax 41 Ass childran promonts tay deductible?				•		
41. Are childcare payments tax deductible?	No		N			
	Men	Women	Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No	Yes	No		
Childcare and education						
43. Is childcare subsidized or publicly provided?	Yes		Ye	25		
			Ye	oc .		
44. Is primary education free and compulsory?	No		TO THE			
Financial support and care	No					
	No No		N			

	BURUNDI			CAMBODIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	22	3%			0	%		
			Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		No	No	Yes	
Discrimination	Marita	Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	Vo.	No		1	No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	84	4	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		50%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			Y	es es		
58. Does the law mandate condiscrimination based on gender in hiring?		25				'es		
59. Is it prohibited for prospective employers to ask about family status?		0				lo		
60. Is dismissal of pregnant workers prohibited?		2S				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		No No			No			
62. Are nursing mothers entitled to nursing breaks?	Y	2S			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	N	0			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			55	55		
65. When can one retire and get partial benefits?	60	60			55	55		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	'es			١	⁄es		
68. Can women and men do the same jobs?	١	'es			١	/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. cuit women work in diese types of jobs in die suine way as men.	Yes		es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
		, ,					o tire.	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE	Yes		Yes		Yes	Yes		
	Yes		Yes		Yes	Yes		
Domestic violence		Yes	Yes					
Domestic violence 72. Is there domestic violence legislation?	Y	Yes	Yes		Y	'es		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	Yes es /A	Yes		Y	es /A		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y N Y	Yes Yes A Yes		Francomic	Y. N	es /A	Yes	Francm
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Y N Y Physical	Yes Yes Yes Sexual	Emotional	Economic	Y N Y Physical	es /A es Sexual	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Y N Y Physical Yes	Yes Yes Yes Yes Sexual No		Economic No	Y. N Y. Physical Yes	es /A es Sexual Yes	Yes	Econom No
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Y N Y Physical Yes	Yes Yes Yes Yes Sexual No	Emotional		Y. N Y. Physical Yes	es //A es Sexual Yes	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Y N N Y Physical Yes Y	Yes Yes Yes Sexual No No	Emotional		Y N Y Physical Yes	es /A es Sexual Yes es lo	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Y Y N N Y Physical Yes Y N N Y	Yes Yes Yes Sexual No No Ses No	Emotional		Y N Y Physical Yes Y N Y N Y N N N N N N N N N N N N N N	es /A es Sexual Yes es lo es	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Y Y N N Y Physical Yes Y N N Y Y N N N Y Y N N N Y Y N N N N	Yes Yes Yes Sexual No No	Emotional		Y. N Y. Physical Yes Yes Yes Yes	es /A es Sexual Yes es lo	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	YY Physical Yes Yes Y N N N N N N N	Yes Yes Sexual No 255 100 100	Emotional		Y. N Y. Physical Yes Y N Y Y Y Y Y Y Y	es //A es Sexual Yes es lo es ses es	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Y Physical Yes Y N Y Physical Yes Y N N N	Yes	Emotional		Y. N Y. Physical Yes Y Y Y Y Y Y Y Y	es Sexual Yes es lo lo les es e	Yes Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	YY Physical Yes Y N N Y Physical Yes N N N N N N N N N N N N N N N N N N N	Yes	Emotional Yes		Yes Physical Yes Y N Y Y Y Y Y Y Y Y Y Y Y	es //A es Sexual Yes es ses ses ses ses ses ses ses ses s	Yes Emotional Yes Criminal	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y Y N N Y Physical Yes Y N N N N N N N N N N Legislation	Yes 25 Sexual No 25 00 00 Civil remedies	Emotional Yes Criminal penalties		Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Sexual Yes es Ses Sexual Yes es Sexual Yes es Sexual Yes es Sexual Civil remedies	Yes Emotional Yes Criminal penalties	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	YY Physical Yes Yes N N N N N N N Legislation Yes	Yes 25 Sexual No 25 Sexual O Civil remedies No	Emotional Yes Criminal penalties Yes		Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	es //A es Sexual Yes es lo es es es es es es es No	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	YY Physical Yes Y N N Y Physical Yes Y N N N N N Legislation Yes Yes	Yes 25 Sexual No 25 Sexual No 25 Civil remedies No No	Emotional Yes Criminal penalties		Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes	es //A es Sexual Yes es lo es ses es es es No No No	Yes Emotional Yes Criminal penalties	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Physical Yes Yes N N N Y Physical Yes Y N N N N Legislation Yes Yes	Yes 25 Sexual No 25 Sexual No Civil remedies No No	Emotional Yes Criminal penalties Yes		Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes Legislation Yes Yes	es //A es Sexual Yes es lo lo les es es es es es No No lo lo lo lo les es e	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	YY Physical Yes Yes N N N Y Physical Yes Y N N N N N Legislation Yes Yes N N	Yes 255 No 255 Sexual No 250 No 250 Civil remedies No No 00 00	Emotional Yes Criminal penalties Yes		Yes Physical Yes	es //A es Sexual Yes es lo es es es es es No No No lo lo lo lo es //A	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Physical Yes Yes Yes N N N N Legislation Yes Yes N N Boys	Yes 25 AA 26 Sexual No 25 No 10 10 Civil remedies No No No O Girls	Emotional Yes Criminal penalties Yes		Yes Physical Yes	es //A es Sexual Yes es lo lo lo lo lo Girls	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Physical Yes Yes Yes N N N N N N Legislation Yes Yes N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Yes 25 Sexual No 25 Sexual No Civil remedies No O Girls 18	Emotional Yes Criminal penalties Yes		Yes	es //A es Sexual Yes es lo	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Physical Yes Yes Yes N N N N Legislation Yes Yes N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Yes 25 Sexual No 25 Sexual No 26 Civil remedies No No 00 Girls 18	Emotional Yes Criminal penalties Yes		Yes	es //A es Sexual Yes es lo es final remedies No No lo l	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes Yes Yes Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N	Yes 25 Sexual No 25 Sexual No 26 Civil remedies No No 00 Girls 18	Emotional Yes Criminal penalties Yes		Physical Yes	es //A es Sexual Yes es lo es	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes Yes Yes Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N	Yes 25 Sexual No 25 Sexual No 26 Civil remedies No No 00 Girls 18	Emotional Yes Criminal penalties Yes		Physical Yes	es //A es Sexual Yes es lo es final remedies No No lo l	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 85. Exxual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized? Marital rape	Yes Yes Yes N N Yes N N N N N Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N N	Yes 25	Emotional Yes Criminal penalties Yes		Yes Yes Yes Yes Yes Yes N Yes Yes N N N N N N N N N N N N N N N N N N N	es //A es Sexual Yes es ses es	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 888. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Physical Yes Yes N N N N N N Legislation Yes Yes N N N N N Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N N	Yes 25 Sexual No 25 00 25 00 10 00 Civil remedies No No 18 25 18 25 25 25 25 26 27 28 28 28 28	Emotional Yes Criminal penalties Yes		Physical Yes Yes Yes Yes Yes Legislation Yes Yes N Boys 18	es //A es Sexual Yes Ses solo Ses	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 91. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	YY N Y Physical Yes Y N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Yes 25	Emotional Yes Criminal penalties Yes		Yes Physical Yes Yes Yes Yes Yes A Legislation Yes Yes A Boys 18 A Yes A	es //A es Sexual Yes es ses es	Emotional Yes Criminal penalties Yes	Economi No

	CAMEROON	CANADA			
REGION	Sub-Saharan Africa	High income: OECD			
INCOME GROUP	Lower middle income	High income			
FEMALE POPULATION	11,410,432	17,900,562			
FEMALE LABOR FORCE PARTICIPATION	65%	75%			
ACCESSING INSTITUTIONS					
Constitutional rights	Nia	Ven			
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	No N/A	Yes Yes			
3. Does the constitution contain a clause on equality?	Yes	Yes			
	Recognized Invalid	Recognized Invalid			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A			
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A			
Quotas	No queto	No queta			
6. What are the quotas for women on corporate boards? 7. What are the quotas for women in parliament?	No quota No quota	No quota No quota			
What are the quotas for women in local government?	No quota	No quota			
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota			
10. What are the quotas for women on candidate lists for local government?	No quota	No quota			
Rights of married and unmarried women	Married Unmarried	Married Unmarried			
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	No Yes No Yes	Yes Yes N/A N/A			
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes			
14. Can a woman travel outside her home in the same way as a man?	Yes Yes No Yes	Yes Yes Yes Yes			
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes			
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes			
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes			
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	No Yes Yes Yes	Yes Yes Yes Yes			
21. Can a woman be "head of household" in the same way as a man?	No Yes	N/A N/A			
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?	No	Yes			
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes			
USING PROPERTY	103	103			
Marital property regime					
25. What is the default marital property regime?	Partial community of property	Partial community of property			
26. Who administers marital property?	Husband	Both must agree			
Protecting a wife's interests 77. If the husband administers property is crownal concent required for major transactions?	No	N/A			
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	No No	N/A Yes			
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes			
Property rights	Married Unmarried	Married Unmarried			
30. Do men and women have equal ownership rights to property?	No Yes	Yes Yes			
Inheritance rights					
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	Yes Yes	Yes Yes			
GOING TO COURT	ics	ies			
Equality of access					
33. Are customary law courts recognized?	Yes	No			
34. Are personal law courts recognized?	No	No			
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes			
Judicial representation 36. How many justices are on the constitutional court?	6	9			
37. Of those, how many are women?	0	4			
38. Is the Chief Justice a woman?	No	Yes			
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?	Yes 1436%	Yes 46%			
40. If yes, what is the maximum amount (%GNI/capita)?	1430%	40%			
PROVIDING INCENTIVES TO WORK Personal income tax		<u> </u>			
41. Are childcare payments tax deductible?	No	Yes			
	Men Women	Men Women			
42. Are there tax deductions or credits specific to men/women?	No No	No No			
Childcare and education	V.				
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Yes Yes	Yes Yes			
Financial support and care	IES	163			
45. Does the government provide a child allowance to parents?	Yes	Yes			
46. Must employers provide leave to care for sick relatives?	No	Yes			

	CAMEROON			CANADA				
BUILDING CREDIT		CAPIL	ikoon			CAIL	NVA	
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1	%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance		Retailers	Utilities	Microfinance	
40. Do the following provide information to creat agencies.	No	No	institutions No		Yes	Yes	institutions N/A	
Discrimination								
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			<mark>l Status</mark> 'es	Gender Yes	
GETTING A JOB		••					103	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	Yes	
51. How much of such leave is paid (days)?	98	3	N/A		105	N/A	245	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	N/A		34%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	N/A		14	N/A	14	
FF I and the second sec	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:56. In paid parental leave is there a portion that must be taken by the:	N/A N/A	N/A N/A			0	0		
	IV/A	IV/A			U			
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo			N	lo		
58. Does the law mandate equal remarkation for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		0				es		
60. Is dismissal of pregnant workers prohibited?		2S				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		2S				lo		
63. Are parents entitled to flexible/part-time schedules?		0				lo :		
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 65	Men 65		
65. When can one retire and get run benefits?	50	50			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?)	'es			Υ	⁄es		
68. Can women and men do the same jobs?	1	No			Υ	⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		No	No	Yes		′es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	No Construction	Other	Yes Mining	Factories	es Construction	Other
70. Can women work in these occupations in the same way as men:	Mining No	Factories No	No Construction No		Yes Mining Yes	Factories Yes	res Construction Yes	
	Mining No	Factories	No Construction No	Other	Yes Mining Yes	Factories	res Construction Yes	Other
70. Can women work in these occupations in the same way as men:	Mining No Metalwork	Factories No Heavy lifting	Construction No Other	Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories No Heavy lifting	Construction No Other	Other	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork No	Factories No Heavy lifting	Construction No Other	Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining No Metalwork No	Factories No Heavy lifting No	Construction No Other	Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork No	Factories No Heavy lifting No	Construction No Other	Other	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Mining No Metalwork No No Physical	No Heavy lifting No lo o Sexual	No Construction No Other No Emotional	Other No	Yes Mining Yes Metalwork Yes N Yes N Yes	Factories Yes Heavy lifting Yes lo es Sexual	Construction Yes Other Yes Emotional	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining No Metalwork No No Physical No	No Heavy lifting No O Sexual No	No Construction No Other No	Other No	Yes Mining Yes Metalwork Yes N Yes N Yes N Yes	Factories Yes Heavy lifting Yes lo es Sexual No	Construction Yes Other Yes	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Mining No Metalwork No No Physical No	No Heavy lifting No Sexual No	No Construction No Other No Emotional	Other No	Yes Mining Yes Metalwork Yes N Yes N Yes Physical No	Factories Yes Heavy lifting Yes lo es Sexual No	Construction Yes Other Yes Emotional	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining No Metalwork No No Physical No	No Heavy lifting No lo lo sexual No lo	No Construction No Other No Emotional	Other No	Yes Mining Yes Metalwork Yes N Yes N Physical No N	Factories Yes Heavy lifting Yes loo es Sexual No	Construction Yes Other Yes Emotional	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining No Metalwork No No Physical No	No Heavy lifting No Sexual No	No Construction No Other No Emotional	Other No	Yes Mining Yes Metalwork Yes N Yes N Physical No N N	Factories Yes Heavy lifting Yes lo es Sexual No lo lo	Construction Yes Other Yes Emotional	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining No Metalwork No Physical No	Factories No Heavy lifting No Sexual No	No Construction No Other No Emotional	Other No	Yes Mining Yes Metalwork Yes N Yes N Physical No N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes loo es Sexual No	Construction Yes Other Yes Emotional	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining No Metalwork No No Physical No	Factories No Heavy lifting No 0 0 0 Sexual No 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	No Construction No Other No Emotional	Other No	Yes Mining Yes Metalwork Yes N Yes N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes lo es Sexual No lo lo lo lo es	Construction Yes Other Yes Emotional	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining No Metalwork No No Physical No	Factories No Heavy lifting No Sexual No O O O O O O O O O O O O O O O O O O	No Construction No Other No Emotional No	Other No	Yes Mining Yes Metalwork Yes N Yes N Yes N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes lo es es es Sexual No lo lo lo es es es	es Construction Yes Other Yes Emotional No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Mining No Metalwork No No Physical No	Factories No Heavy lifting No Sexual No O C C C C C C C C C C C C C C C C C C	No Construction No Other No Emotional No Criminal	Other No	Yes Mining Yes Metalwork Yes N Yes N Yes N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes loo ees Sexual No loo loo loo ees Civil	Construction Yes Other Yes Emotional No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Mining No Metalwork No No Physical No	Factories No Heavy lifting No Sexual No O O O O O O O O O O O O O O O O O O	No Construction No Other No Emotional No	Other No	Yes Mining Yes Metalwork Yes N Yes N N N N N N N N N N N N N N N N N N	Factories Yes Heavy lifting Yes lo es es es Sexual No lo lo lo es es es	es Construction Yes Other Yes Emotional No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining No Metalwork No Physical No No Legislation	Factories No Heavy lifting No Sexual No Co	No Construction No Other No Emotional No Criminal penalties	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Heavy lifting Yes lo lo es Sexual No lo lo lo es Civil remedies	es Construction Yes Other Yes Emotional No Criminal penalties	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Mining No Metalwork No	Factories No Heavy lifting No Sexual No Sexual No Civil remedies No No	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Heavy lifting Yes lo es es Sexual No lo lo lo es Civil remedies Yes Yes	es Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Mining No Metalwork No	Factories No Heavy lifting No Sexual No Civil remedies No No No No No No No No No No	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Heavy lifting Yes loo es Sexual No loo loo es Civil remedies Yes Yes loo es	es Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Mining No Metalwork No No Physical No No Legislation No No No No No No No No No N	Factories No Heavy lifting No O O Sexual No O O O Civil remedies No No O O O Girls	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Heavy lifting Yes lo es es es Sexual No lo lo lo es es es Civil remedies Yes Yes lo es Girls	es Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Mining No Metalwork No Metalw	Factories No Heavy lifting No Sexual No Co	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Heavy lifting Yes lo es es es Sexual No lo lo lo es es Civil remedies Yes Yes lo es Girls 18	es Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Mining No Metalwork No No Physical No	Factories No Heavy lifting No Sexual No O Civil remedies No No O Girls 21	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Yes Heavy lifting Yes Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Mining No Metalwork No No Physical No	Factories No Heavy lifting No Sexual No Civil remedies No No Civil remedies	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Yes Heavy lifting Yes Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Mining No Metalwork No No Physical No	Factories No Heavy lifting No Sexual No O Civil remedies No No O Girls 21	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Yes Heavy lifting Yes Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Mining No Metalwork No Physical No	Factories No Heavy lifting No Sexual No Civil remedies No No Civil remedies	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Yes Heavy lifting Yes Sexual No lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Mining No Metalwork No No Physical No	Factories No Heavy lifting No Sexual No Civil remedies No No Grifs Civil research Sexual Sex	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Yes Heavy lifting Yes lo	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Mining No Metalwork No No No Physical No	Factories No Heavy lifting No Sexual No Sexual No Civil remedies No No Great Sexual Sexua	No Construction No Other No Emotional No Criminal penalties No	Other No	Yes Mining Yes Metalwork Yes No	Factories Yes Yes Heavy lifting Yes loo es Sexual No loo loo loo es Civil remedies Yes Yes loo es Girls 18 es es	Construction Yes Other Yes Emotional No Criminal penalties No	Other Yes

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

		CHAD			CHILE			
BUILDING CREDIT								
Credit agencies								
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	2	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		Yes	No	N/A	
Discrimination	Marita	l Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:	N	Vo	No		M	lo	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	98	1	N/A		126	5	84	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Emp	Gov	
53. What % of wages are paid?	50%	100%	N/A		100%	100%	100%	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			42	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		es			N			
58. Does the law mandate nondiscrimination based on gender in hiring?		es			N			
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?		es			Ye			
61. Are mothers guaranteed an equivalent position after maternity leave?		es			Y			
62. Are nursing mothers entitled to nursing breaks?		es			Y			
63. Are parents entitled to flexible/part-time schedules?		lo			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	65		
65. When can one retire and get partial benefits?	55	55			60	65		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		No				es		
68. Can women and men do the same jobs?		No			- 1	lo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No	ı	No	Yes	Yes	Υ	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	No	No	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	l,	lo			Ye	25		
73. If not, are there aggravated penalties for offenses between spouses/family members?	l,	lo			N	/A		
74. Are there clear criminal penalties for domestic violence?	N.	lo			N	0		
·	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No		•	NI.	-			No
76. Does domestic violence legislation protect family members?	140	No	No	No	Yes	No	Yes	
77. Does domestic violence legislation protect former spouses?		No Io	No	NO	Yes Yes		Yes	
	N	•	No	NO		25	Yes	
78. Does domestic violence legislation protect unmarried intimate partners?	N N	lo	No	NO	Ye	2S 2S	Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N N N	lo lo	No	NO	Ye	2S 2S 2S	Yes	
	N N N	lo lo	No	NO	Ye Ye Ye	25 25 25 25	Yes	
79. Do protection orders for domestic violence exist?	N N N N	lo lo lo	No	NO	Yi Yi Yi Yi	25 25 25 25 25	Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N N N N	lo lo lo lo lo lo		NO	Y4 Y4 Y4 Y4	25 25 25 25 25 25 25 25		
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N N N N	lo l	Criminal	NO	Y1 Y1 Y1 Y1 Y1 Y1	25 25 25 25 25 25 25 25 25 25 25 25	Criminal	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N N N N N N Legislation	lo lo lo lo lo Civil remedies	Criminal penalties	NO	Yi Yi Yi Yi Yi Legislation	es e	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N N N N N N N N Legislation	lo lo lo lo lo Civil remedies	Criminal penalties	NO	yi yi yi yi yi yi Legislation	ess	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N N N N N N N Legislation No No	lo lo lo lo lo Civil remedies	Criminal penalties	NO	Yi Yi Yi Yi Yi Legislation	255 255 255 255 255 255 255 Civil remedies No	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N N N N N N Legislation No N N N N N N N N N N N N N N N N N	lo l	Criminal penalties	NO	Yi Yi Yi Yi Yi Legislation Yes	255 255 255 255 255 255 255 Civil remedies No No O	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties	NO	Yes Yes N	ess ess ess ess ess ess ess No No o	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N N N N N N N Legislation No N N N N N N N N N N N N N N N N N	lo l	Criminal penalties	NO	Yes Yes N Boys	25 25 25 25 25 25 25 25 25 25 26 26 26 27 27 27 27 27 27 27 27 27 27 27 27 27	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties	NO	Yes Yes N Boys 18	25 25 25 25 25 25 25 25 25 25 25 26 26 26 26 26 26 26 26 26 26 26 26 26	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N N N N N Legislation No	lo l	Criminal penalties	NO	Yes Yes N Boys 18	25 25 25 25 25 25 25 25 25 25 25 25 25 2	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties	NO	Yes Yes Yes N N N N N N N N N N N N N N N N N N N	25 25 25 25 25 25 25 25 25 25 25 25 25 2	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties	NO	Yes Yes N N N N N N N N N N N N N N N N N N N	25 25 25 25 25 25 25 25 25 25 25 25 25 2	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties	NO	Yes Yes N N N N N N N N N N N N N N N N N N N	25 25 25 25 25 25 25 25 25 25 25 25 25 2	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N N N N N N N N N N N N N N N N N N N	lo l	Criminal penalties	NO	Yes Yes N Boys 18	25 25 25 25 25 25 25 25 25 25 25 25 25 2	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	NO N	lo l	Criminal penalties	NO	Yes Yes N Boys 18 Yes Yes N R N R R N R N R N R N R N R N R N R	25 25 25 25 25 25 25 25 25 25 25 25 25 2	Criminal penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	NO N	lo l	Criminal penalties	NO	Yes N Boys 18 Yes Yes N N N N N N N N N N N N N N N N N N N	25 25 25 25 25 25 25 25 25 25 25 25 25 2	Criminal penalties	

	CHINA	COLOMBIA
DECION	CHINA	COLOMBIA
REGION	East Asia & Pacific	Latin America & Caribbean
INCOME GROUP FEMALE POPULATION	Upper middle income 657,033,636	Upper middle income 24,878,046
FEMALE LABOR FORCE PARTICIPATION	70%	60%
	7070	00 /0
ACCESSING INSTITUTIONS		
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	No	Yes
2. If yes, does it mention gender?	N/A	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota	30%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A
Division of responsibility within marriage	N/A N/A	IV/A IV/A
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Partial community of property	Deferred community of property
26. Who administers marital property?	Both must agree	Original owner
Protecting a wife's interests	NI/A	NI/A
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	N/A No	N/A No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	Yes
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation 36. How many justices are on the constitutional court?	N/A	9
37. Of those, how many are women?	N/A	2
38. Is the Chief Justice a woman?	N/A	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	49%	173%
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	No .
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education	Ven	Ver
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Yes Yes	Yes Yes
	162	ics .
Financial support and care 45. Does the government provide a child allowance to parents?	Yes	Yes
46. Must employers provide leave to care for sick relatives?	No	No

		CHINA			COLOMBIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	Yes		Yes	Yes	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Status Io	Gender No	
·		10	110			10	140	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	128	1es 3	N/A		98	10	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			Y	2S		
58. Does the law mandate nondiscrimination based on gender in hiring?		es			N			
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?		es				<u>2</u> S		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				2S		
62. Are nursing mothers entitled to nursing breaks?		es				25		
63. Are parents entitled to flexible/part-time schedules?		lo			N			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?65. When can one retire and get partial benefits?	50 50	60 60			57 57	62 62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	NA	N/A			NA	МД		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es			\ \	'es		
68. Can women and men do the same jobs?		Vo.				lo		
· · · · · · · · · · · · · · · · · · ·				A I				A I
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous No	Hazardous		appropriate	Arduous No
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	es Construction	Other	No Mining		'es Construction	Other
70. Call wollen work in these occupations in the same way as men.	No	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting No	Other No		Metalwork Yes	Heavy lifting No	Other Yes	
<u> </u>								
PROTECTING WOMEN FROM VIOLENCE								
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	No			Yes	No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes	No es			Yes	No PS		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Yes N	No es /A			Yes Yi	No Pes VA		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yes Y	No Pes /A Pes		Economic	Yes Yi N,	No Pes VA	Yes	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes N	No es /A	No	Economic No	Yes Yi	No Pes /A		Economic Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Yes N Physical Yes	No No es /A es Sexual	No No Emotional		Yes Yi N, Yi Physical Yes	No No No Ses Sexual	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes N Physical Yes Yes	No No No Sexual No	No No Emotional		Yes Yi N, Yi Physical Yes	No No No Sexual Yes	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Yes N Physical Yes Yes	No es Sexual No es	No No Emotional		Yes Yi N, Yi Physical Yes Yi N	No No No Sexual Yes	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Yes N Physical Yes Yes N N N N N N N N N N N N N	No No No Sexual No es lo es	No No Emotional		Yes Yes N. Physical Yes N. Yes Yes Yes	No N	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes N Physical Yes Yes N N N N N N N N N N N N	No Pes Sexual No Pes No No Pes No No Pes No No Pes N	No No Emotional		Yes Yes N. Physical Yes N. Yes Yes Yes Yes	No Session Sexual Yes Session Octobre 25 Session Octobre 25 Session Octobre 25 Session Octobre 25 Session Octobre 25 Session Octobre 25 Session Octobre 25 Session Octobre 26 Session Octobre 27 Session Octobre 28	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yes N Physical Yes Yes N N N N N N N N N N N	No Pes Sexual No Sexual No Pes Sexual No	No No Emotional		Yes Yes N. Physical Yes N. Yes Yes Yes	No N	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes N Physical Yes Yes N N N N N N N N N N N	No ess Sexual No ess lo lo lo lo lo	No Emotional Yes		Yes Yes N. Physical Yes N. Yes Yes Yes	No	Yes Emotional Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Yes N Physical Yes Yes N N N N N N N N N N N	No Pes Sexual No Sexual No Pes Sexual No	No No Emotional		Yes Yes N. Physical Yes N. Yes Yes Yes	No N	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Yes N Physical Yes Yes N N N N N N	No Pes Sexual Pes Sexual	Emotional Yes Criminal		Yes Yes N. Physical Yes N. Yes Yes Yes N. Yes Yes Yes Yes	No N	Yes Emotional Yes Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Yes N Physical Yes Yes N N N Legislation	No Sexual No es Sexual No cs lo cs civil remedies	Emotional Yes Criminal penalties		Yes Yes N, Physical Yes N, Yes Yes Yes Legislation	No N	Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes N Physical Yes Yes N N Legislation Yes Yes	No es Sexual No es lo lo civil remedies Yes Yes	Emotional Yes Criminal penalties No		Yes Yes N N Yes Physical Yes Yes Yes Yes Yes Yes Yes Legislation Yes Yes N N N N N N N N N N N N N N N N N N	No	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes N Physical Yes Yes N N Legislation Yes Yes	No Sexual No Ses Iolo Iolo Ioremedies Yes Yes	Emotional Yes Criminal penalties No		Yes Yes N. Yes Physical Yes N. Yes Yes Legislation Yes Yes	No	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes Physical Yes Yes Yes N N Legislation Yes Yes N Boys	es Sexual No Ses Sexual No Civil remedies Yes Ves	Emotional Yes Criminal penalties No		Yes Yi Ni Physical Yes Yi Ni Yi Yi Yi Yi Yi Legislation Yes Yes Ni Boys	No No Sexual Yes Sexual Yes Sis Sis Sis Sis Sis Sis Sis Sis Sis Si	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes Physical Yes Yes Yes N N Legislation Yes Yes N Boys 22	No Sexual No Sexual No Ses Iol Iol Iol Iol Iol Iol Iol Io	Emotional Yes Criminal penalties No		Yes Yes N, Physical Yes Yes Yes Yes Yes Yes Yes N Yes Yes	No Sexual Yes Sexual Yes Ses Civil remedies No No Girls 18	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes N Physical Yes Yes N N Legislation Yes Yes Yes N Boys 22	No Sexual No Ses Sexual No Ses Io Io Io Io Io Io Io Io Io I	Emotional Yes Criminal penalties No		Yes Yes N, Physical Yes N, Yes Yes Yes N, Yes N, Yes N, Legislation Yes N, N, N, N, N, N, N, N, N, N	No N	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 73. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes N Physical Yes Yes N N Legislation Yes Yes Yes Yes N N Legislation Yes Yes N N N N N N N N N N N N N	No Sexual No Sexual No Ses Iolo Iolo Iolo Girls 20 Iolo Iolo	Emotional Yes Criminal penalties No		Yes Yes N, Physical Yes Yes Yes Yes N Yes Yes N R R R R R R R R R R R R	No No Sexual Yes Sexual Ye	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes N Physical Yes Yes N N Legislation Yes Yes Yes Yes N N Legislation Yes Yes N N N N N N N N N N N N N	No Sexual No Ses Sexual No Ses Io Io Io Io Io Io Io Io Io I	Emotional Yes Criminal penalties No		Yes Yes N, Physical Yes N, Yes Yes Yes N, Yes N, Yes N, Legislation Yes N, N, N, N, N, N, N, N, N, N	No No Sexual Yes Sexual Ye	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Yes Yes N Physical Yes Yes N N Legislation Yes Yes N Boys 22	No No Sexual No es Sexual No civil remedies Yes yes lo lo lo lo lo lo lo lo lo l	Emotional Yes Criminal penalties No		Yes Yes N, Physical Yes N, Yes Yes N Legislation Yes Yes N N N N N N N N N N N N N	No No No Sexual Yes Sexual Yes Ses Civil remedies No No O Girls 18	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes N Physical Yes Yes N N Legislation Yes Yes N Boys 22	No No Sexual No es Sexual No es lo lo civil remedies Yes Yes Jes lo lo lo lo lo lo lo lo lo l	Emotional Yes Criminal penalties No		Yes Yes N, N, Yes Physical Yes N, Yes Yes N Legislation Yes Yes N Boys 18	No No Sexual Yes Sexual Yes Ses Civil remedies No No O Girls 18	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Yes N Physical Yes Yes N N Legislation Yes Yes N Boys 22 N N N N N N N N N N N N	No Sexual No Ses Ido Ido Ido Ido Ido Ido Ido Id	Emotional Yes Criminal penalties No		Yes Yes N N Yes Yes Yes Yes Yes Y	No No No No Sexual Yes Sexual Yes Ses So No	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Physical Yes Yes Yes N N N Legislation Yes Yes N N N N N N N N N N N N N	No No Sexual No es Sexual No es lo lo civil remedies Yes Yes Jes lo lo lo lo lo lo lo lo lo l	Emotional Yes Criminal penalties No		Yes Yes N N Yes Yes Yes Yes Yes Y	No No Sexual Yes Sexual Yes Ses Civil remedies No No O Girls 18	Emotional Yes Criminal penalties Yes	

	CONGO, DEM. REP.	CONGO, REP.
REGION	Sub-Saharan Africa	Sub-Saharan Africa
INCOME GROUP	Low income	Lower middle income
FEMALE POPULATION	34,905,563	2,279,702
FEMALE LABOR FORCE PARTICIPATION	72%	70%
ACCESSING INSTITUTIONS	7270	10.00
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas 6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	50%	30%
10. What are the quotas for women on candidate lists for local government?	50%	30%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes	No Yes Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	No Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	No Yes Yes	Yes Yes Yes Yes
18. Can a woman open a bank account in the same way as a man?	No Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	No Yes	No Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes No Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	NO YES	No Yes
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	Yes	No
23. Are wives required to obey their husbands?	Yes	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Partial community of property Husband	Partial community of property Husband
26. Who administers marital property?	nusudilu	nusbaliu
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	Yes	Yes
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	No Yes	No Yes
Inheritance rights	V	
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	Yes Yes	Yes Yes
	ies	163
GOING TO COURT Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	9	9
37. Of those, how many are women? 38. Is the Chief Justice a woman?	0 No	2 No
Efficiency of procedure	INO	NO
39. Is there a small claims court/fast track procedure?	Yes	No
40. If yes, what is the maximum amount (%GNI/capita)?	656%	N/A
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No .	No .
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	Yes No
Childcare and education A3 Is childcare subcidized or publicly provided?	Voc	No.
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Yes Yes	No Yes
Financial support and care		1.00
45. Does the government provide a child allowance to parents?	Yes	Yes
46. Must employers provide leave to care for sick relatives?	No	No

	CONGO, DEM. REP.			CONGO, REP.				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			1	%		
		!	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		No	No	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			I Status No	Gender No	
·		VO .	: INU		'	NO	INU	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 98	Yes 2	No N/A		Yes 105	No N/A	No N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid?	67%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				lo		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		es Io				es Io		
63. Are parents entitled to flexible/part-time schedules?								
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 65			Women	Men 52		
65. When can one retire and get ruin benefits?	60	65			52 52	52		
66. What is the mandatory retirement age?	60	65			57	57		
Working hours and industry restrictions		: 05			3,	: "		
67. Can women and men work the same night hours?	1	/es			Y	/es		
68. Can women and men do the same jobs?		No				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
03. Call worther work in these types of Jobs in the same way as men.	nazaruous	Piorally II	appropriate	Aruuous	падагиоиз	Piorally III	арргориасе	
	No		Nο	No	Voc		No	VΔc
70. Can women work in these occupations in the same way as men:	No Mining	Factories	No Construction	No Other	Yes Mining		No Construction	Yes Other
70. Can women work in these occupations in the same way as men:								
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining No	Factories	Construction No	Other	Mining No	Factories No Heavy lifting	Construction No	Other
<u> </u>	Mining No	Factories No	Construction No	Other	Mining No	Factories No	Construction No	Other
<u> </u>	Mining No Metalwork	Factories No Heavy lifting	Construction No Other	Other	Mining No Metalwork	Factories No Heavy lifting	Construction No Other	Other
71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories No Heavy lifting	Construction No Other	Other	Mining No Metalwork	Factories No Heavy lifting	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork Yes	Factories No Heavy lifting	Construction No Other	Other	Mining No Metalwork Yes	Factories No Heavy lifting	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining No Metalwork Yes	Factories No Heavy lifting No	Construction No Other	Other	Mining No Metalwork Yes	Factories No Heavy lifting No	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork Yes	Factories No Heavy lifting No	Construction No Other	Other	Mining No Metalwork Yes	Factories No Heavy lifting No	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining No Metalwork Yes	Factories No Heavy lifting No	Construction No Other	Other	Mining No Metalwork Yes	Factories No Heavy lifting No	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining No Metalwork Yes No Physical No	No Heavy lifting No lo lo Sexual	Construction No Other No	Other Yes	Mining No Metalwork Yes No No No No Physical No	Factories No Heavy lifting No lo lo Sexual	Construction No Other No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Mining No Metalwork Yes No Physical No	No Heavy lifting No lo lo Sexual No	Construction No Other No	Other Yes	Mining No Metalwork Yes No	No Heavy lifting No lo lo Sexual No	Construction No Other No Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining No Metalwork Yes No No Physical No	No Heavy lifting No lo lo lo Sexual No lo	Construction No Other No	Other Yes	Mining No Metalwork Yes No	No Heavy lifting No lo lo Sexual No lo	Construction No Other No Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining No Metalwork Yes No Physical No	Factories No Heavy lifting No lo lo Sexual No lo lo	Construction No Other No	Other Yes	Mining No Metalwork Yes No	Factories No Heavy lifting No lo lo lo Sexual No lo lo	Construction No Other No Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining No Metalwork Yes No Physical No	Factories No Heavy lifting No lo lo lo Sexual No lo lo lo	Construction No Other No	Other Yes	Mining No Metalwork Yes No	Factories No Heavy lifting No lo lo lo Sexual No lo lo	Construction No Other No Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No lo lo Sexual No lo	Construction No Other No	Other Yes	Mining No Metalwork Yes No	Factories No Heavy lifting No lo lo Sexual No lo	Construction No Other No Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Mining No Metalwork Yes No Physical No	Factories No Heavy lifting No lo lo Sexual No lo lo lo lo lo /A	Construction No Other No	Other Yes	Mining No Metalwork Yes No	Factories No Heavy lifting No lo lo lo Sexual No lo	Construction No Other No Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Mining No Metalwork Yes No Physical No N N N N N N N N N N N N N N N N N N	Factories No Heavy lifting No lo lo Sexual No lo lo lo Civil	Construction No Other No Emotional No Criminal	Other Yes	Mining No Metalwork Yes No	Factories No Heavy lifting No lo	Construction No Other No Emotional No Criminal	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining No Metalwork Yes No Physical No	Factories No Heavy lifting No lo lo lo Sexual No lo lo lo Civil remedies	Construction No Other No Emotional No Criminal penalties	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No lo lo lo Sexual No lo	Construction No Other No Emotional No Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Mining No Metalwork Yes No Physical No No No Legislation Yes	Factories No Heavy lifting No lo lo lo Sexual No lo lo lo Civil remedies No	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No lo lo lo Sexual No lo	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Mining No Metalwork Yes No Physical No N Legislation Yes Yes	Factories No Heavy lifting No lo lo Sexual No lo lo lo Civil remedies No No	Construction No Other No Emotional No Criminal penalties	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No lo lo lo Sexual No lo lo lo colo lo colo lo	Construction No Other No Emotional No Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Mining No Metalwork Yes No Physical No N N Legislation Yes Yes	Factories No Heavy lifting No lo lo lo Sexual No lo lo lo Civil remedies No No lo	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No lo lo Sexual No lo	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Mining No Metalwork Yes No Physical No No Legislation Yes Yes	Factories No Heavy lifting No lo lo Sexual No lo lo lo Civil remedies No No lo lo	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No Sexual No Ido Ido Ido Ido Ido Ido Ido Ido Ido Id	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Mining No Metalwork Yes No Physical No N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Factories No Heavy lifting No lo lo lo Sexual No lo lo lo lo lo civil remedies No No lo lo Girls	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No No No Physical No	Factories No Heavy lifting No Io	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Mining No Metalwork Yes No Physical No N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	Factories No Heavy lifting No lo lo lo Sexual No lo lo lo lo lo Civil remedies No No lo lo Girls 18	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No	Factories No Heavy lifting No lo lo Sexual No lo	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Mining No Metalwork Yes Physical No No Legislation Yes Yes Boys 18	Factories No Heavy lifting No lo lo lo Sexual No lo lo lo lo lo civil remedies No No lo lo Girls	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No Io	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Mining No Metalwork Yes No Physical No N N Legislation Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	Factories No Heavy lifting No lo lo lo Sexual No lo	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No lo	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Mining No Metalwork Yes No Physical No N N Legislation Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	Factories No Heavy lifting No lo lo lo lo Sexual No lo	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No No No No No No No No No No No No No	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Mining No Metalwork Yes No Physical No No Legislation Yes Yes No	Factories No Heavy lifting No lo lo lo lo Sexual No lo	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No No No No No No No No No No No No No	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Mining No Metalwork Yes No Physical No No Legislation Yes Yes No Roys 18 No	Factories No Heavy lifting No lo lo lo lo Sexual No lo	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No Io I	Construction No Other No Emotional No Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Mining No Metalwork Yes No No Physical No	Factories No Heavy lifting No lo lo lo Sexual No lo	Construction No Other No Emotional No Criminal penalties Yes	Other Yes	Mining No Metalwork Yes No	Factories No Heavy lifting No Io	Construction No Other No Emotional No Criminal penalties No	Other Yes

	COSTA DICA	CÔTE D'IVOIRE
DECION	COSTA RICA	
REGION INCOME GROUP	Latin America & Caribbean	Sub-Saharan Africa
FEMALE POPULATION	Upper middle income 2,430,743	Lower middle income 10.209.279
FEMALE LABOR FORCE PARTICIPATION	51%	53%
	3170	33 N
ACCESSING INSTITUTIONS		
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	No	N/A
3. Does the constitution contain a clause on equality?	Yes	Yes
· ·	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	50%	No quota
10. What are the quotas for women on candidate lists for local government?	50%	No quota
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried Yes Yes
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
JSING PROPERTY		
Marital property regime 25. What is the default marital property regime?	Deferred community of property	Partial community of property
25. What is the default marital property regime? 26. Who administers marital property?	Deferred community of property Original owner	Partial community of property Husband
	Original owner	Husbuild
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N/A	Yes
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	No Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
OING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	7	7
37. Of those, how many are women?	1 No	2 No.
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure 89. Is there a small claims court/fast track procedure?	Yes	No
40. If yes, what is the maximum amount (%GNI/capita)?	57%	N/A
ROVIDING INCENTIVES TO WORK	37.70	.,,.
Personal income tax		
41. Are childcare payments tax deductible?	No	No
and the first of the second se	,	,
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
Childcare and education	INO INO	NO NO
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	No
Financial support and care		
support and said		
45. Does the government provide a child allowance to parents?	No	Yes

	COSTA RICA			CÔTE D'IVOIRE				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			127	'9%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	Yes	No		No	No	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Status No	Gender No	
·	I	NO .	INU		'	NO	INU	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 120	No N/A	No N/A		Yes 98	Yes 2	No N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A	
The state of the s	Mother	Father			Mother	Father	:	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	N					es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	Ye	es			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	l,	lo			Ye	es		
62. Are nursing mothers entitled to nursing breaks?	Ye	es			Ye	es		
63. Are parents entitled to flexible/part-time schedules?	N'	lo			Y	es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			55	55		
65. When can one retire and get partial benefits?	60	62			50	50		
66. What is the mandatory retirement age?	N/A	N/A			55	55		
Working hours and industry restrictions		•						
67. Can women and men work the same night hours?	1	No			Υ	'es		
68. Can women and men do the same jobs?	- 1	No			١	۷o		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. Can women work in these types of jobs in the same way as men.	No		Vo	No	Yes		'es	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
70. Can women work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
DOMESTIC VIDIENCE								
Domestic violence 72 Is there demestic violence legislation?	V	pc			N	ln.		
72. Is there domestic violence legislation?	Y					lo /^		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			N,	/A		
72. Is there domestic violence legislation?	N, Ye	/A es	Fmotional	Fronomic	N,	/A lo	Emotional	Fronomic
72. Is there domestic violence legislation?73. If not, are there aggravated penalties for offenses between spouses/family members?74. Are there clear criminal penalties for domestic violence?	N, Ye Physical	/A es Sexual	Emotional Yes	Economic Yes	N N Physical	/A lo Sexual	Emotional No.	Economic No
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	N, Physical No	/A lo Sexual No	Emotional No	Economic No
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Ye Physical Yes Yes	Yes			No No	/A lo Sexual No lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Ye Physical Yes	/A es Sexual Yes es es			N, Physical No N	/A lo Sexual No lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Ye Physical Yes Yes	/A es Sexual Yes es es es			N, Physical No N	/A lo Sexual No lo lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Yi Physical Yes Yi Yi Yi Yi Yi Yi Yi Yi	/A es Sexual Yes es es			N, N Physical No N N N N N N	/A lo Sexual No lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N, Ye Physical Yes Yes Yes Yes Yes	/A ees Sexual Yes ees ees ees ees			No N	No N	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N, Ye Physical Yes Yes Yes Yes Yes Yes Yes	Yes es es es es es es es es es			No N	/A lo Sexual No lo	•	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N, Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	/A es Sexual Yes es es es es es es es Civil	Yes		No N	/A lo Sexual No lo lo lo co	No Criminal	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment**	N, Yes Physical Yes	/A ees Sexual Yes es es es comparison of the com	Yes Criminal penalties		No Physical No	No Sexual No lo	No Criminal penalties	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist:	N, Yi Physical Yes Yi Yi Yi Yi Yi Legislation Yes	/A es Sexual Yes es Sexual Yes es es es es es Civil remedies Yes	Yes Criminal penalties No		No N	No Sexual No	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, Ye Physical Yes Ye	/A es Sexual Yes es es es es es es es yes y	Yes Criminal penalties		No N	No Sexual No Io	No Criminal penalties	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	N, Ye Physical Yes Ye	/A es Sexual Yes es es es es es es es es es yes es e	Yes Criminal penalties No		No N	No lo Sexual No lo l	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N, Ye Physical Yes Ye	/A es Sexual Yes es es es es es es yes es yes es e	Yes Criminal penalties No		No N	No Sexual No Io	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N, Ye Physical Yes Yes Ye N Legislation Yes Yes Yes	/A es Sexual Yes es es es es es es es es Yes es e	Yes Criminal penalties No		No N	No Sexual No O O O O O O O O O O O O O O O O O O	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N, Ye Physical Yes Yes Ye Ne Boys 18	/A es Sexual Yes es e	Yes Criminal penalties No		No N	No Sexual No O O O O O O O O O O O O O O O O O O	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions?	N, You Physical Yes You William Yes You Legislation Yes Yes Yes No. Boys 18	/A es Sexual Yes es Sexual Yes es Ses es Ses Ses Ses Ses Ses Ses Ses	Yes Criminal penalties No		No N	No Sexual No No No Co Civil remedies No No Civil remedies No No Co	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, You Physical Yes You William Yes You Legislation Yes Yes Yes No Boys 18	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Yes Criminal penalties No		No N	No Sexual No No O O O O O O O O O O O O O O O O O	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N, You Physical Yes You William Yes You Legislation Yes Yes Yes No Boys 18	/A es Sexual Yes es Sexual Yes es Ses es Ses Ses Ses Ses Ses Ses Ses	Yes Criminal penalties No		No N	No Sexual No No No Co Civil remedies No No Civil remedies No No Co	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? **Marital rape**	N, You Physical Yes	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Yes Criminal penalties No		No N	No Sexual No	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? **Marital rape** 91. Is marital rape explicitly criminalized?	N, Yes Physical Yes	/A es Sexual Yes es ses es	Yes Criminal penalties No		No N	No Sexual	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape** 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	N, Yes Physical Yes Yes Yi Yi Yi Yi Yi Legislation Yes	/A es Sexual Yes es e	Yes Criminal penalties No		No N	No Sexual No Io	Criminal penalties Yes	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	N, Yes Physical Yes Yes Yi Yes Yi Yes Yi Yes Yi Yes	/A es Sexual Yes es ses es	Yes Criminal penalties No		No N	No Sexual	Criminal penalties Yes	

	600.000	
	CROATIA	CZECH REPUBLIC
REGION	Europe & Central Asia	High income: OECD
INCOME GROUP	High income	High income
FEMALE POPULATION	2,192,467	5,334,852
FEMALE LABOR FORCE PARTICIPATION	58%	65%
ACCESSING INSTITUTIONS		
Constitutional rights	N.	No.
Does the constitution contain a clause on nondiscrimination? House does it mention pender?	No N/A	No N/A
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes	N/A No
5. Does the constitution contain a clause on equality:	Recognized : Invalid	Recognized Invalid
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas	14,1	11,11
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	> 0	No quota
10. What are the quotas for women on candidate lists for local government?	> 0	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
14. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Partial community of property	Partial community of property
26. Who administers marital property?	Both must agree	Both must agree
Protecting a wife's interests	N /A	N/A
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	N/A Yes	N/A No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights	:	: : : : : : : : : : : : : : : : : : : :
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	13	15
37. Of those, how many are women?	5	3
38. Is the Chief Justice a woman?	Yes	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	No N/A
40. If yes, what is the maximum amount (%GNI/capita)?	13%	N/A
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	Yes
41. Are chilocate payments can deductible?		
42 Are those too deductions as well'to a Control of Con	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education 43. Is childcare subsidized or publicly provided?	Yes	Yes
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
Financial support and care 45. Does the government provide a child allowance to parents?	Yes	Yes

	CROATIA			CZECH REPUBLIC				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0'	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	institutions		Retailers No	Utilities No	institutions N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		es es	Yes			lo	Yes	
GETTING A JOB						-	1	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	208	N/A	120		196	N/A	1095	
52. Who pays for such leave?	Gov	N/A	Gov		Gov	N/A	Gov	
53. What % of wages are paid?	100%	N/A	Partially paid		70%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	795		0	N/A	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		es			Ye			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo			Ye			
59. Is it prohibited for prospective employers to ask about family status?		lo			Ye			
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		es es			Ye Ye			
62. Are nursing mothers entitled to nursing breaks?		es es			Ye			
63. Are parents entitled to flexible/part-time schedules?		es es				25		
Retirement & pensions	Women	Men				Men		
64. When can one retire and get full benefits?	66	66			Women 67	67		
65. When can one retire and get partial benefits?	62	62			62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?)	es/es			Υ	'es		
68. Can women and men do the same jobs?		No			N	lo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. can women work in these types or jobs in the same way as men.	No		les	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
, , , , , , , , , , , , , , , , , , ,	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy lifting	Yes Other	Yes	Metalwork	Heavy lifting	Other	Yes
	Yes	Yes	Yes	Yes				Yes
	Yes Metalwork	Yes Heavy lifting	Yes Other	Yes	Metalwork	Heavy lifting	Other	Yes
71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy lifting	Yes Other	Yes	Metalwork	Heavy lifting	Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Metalwork Yes	Yes Heavy lifting	Yes Other	Yes	Metalwork	Heavy lifting No	Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	Yes	Metalwork Yes	No No	Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes Yes	Yes Heavy lifting Yes	Yes Other	Yes	Metalwork Yes	No No	Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Metalwork Yes Yes	Yes Heavy lifting Yes es /A	Yes Other	Yes	Metalwork Yes Yes	No No	Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Metalwork Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes	Yes Other Yes		Metalwork Yes Yes Ye N, Physical Yes	No No No Sexual No	Other Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es	Yes Other Yes Emotional	Economic	Metalwork Yes Yes Ye N, Physical Yes Ye	No Sexual No Sexual	Other Yes Emotional	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Ye	Yes Heavy lifting Yes es /A es Sexual Yes es	Yes Other Yes Emotional	Economic	Metalwork Yes Yes Yes N, N Physical Yes N	No Sexual No Sexual No Solution No	Other Yes Emotional	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Metalwork Yes Yes Physical Yes Yes	Yes Heavy lifting Yes Pes Sexual Yes Yes Yes	Yes Other Yes Emotional	Economic	Metalwork Yes Yes Yes N, N Physical Yes N N N N N N N N N N N N N N N N N N N	No Sexual No Solution No No No No No No No No No	Other Yes Emotional	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Metalwork Yes Yes N N Physical Yes Yes Yes	Yes Heavy lifting Yes Ses Sexual Yes Yes Yes	Yes Other Yes Emotional	Economic	Metalwork Yes Yes Ye N, Physical Yes N Yes Yes Yes Yes Yes N N Yes	No Sexual No Sexual No Sexual No Sexual	Other Yes Emotional	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es Sexual Yes es ses Sexual Yes es ses ses ses	Yes Other Yes Emotional	Economic	Metalwork Yes Yes N, N Physical Yes N N Yes Yes Yes N N N Yes Yes	No Sexual No Sexual No Sexual No Sexual No Sexual	Other Yes Emotional	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	Yes Heavy lifting Yes Ses Sexual Yes Yes Yes	Yes Other Yes Emotional	Economic	Metalwork Yes Yes Yes N, N Physical Yes N N Yes Yes Yes	No Sexual No Sexual No Sexual No Sexual	Other Yes Emotional	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Ye	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal	Economic	Metalwork Yes Yes N, Physical Yes N N Yes Yes Yes Yes Yes Yes	No Sexual No Sexual No CSS CS Civil	Other Yes Emotional No Criminal	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes Yes Physical Yes Y Y Y Y Y Legislation	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties	Economic	Yes Yes Yes N, N Physical Yes N Yes Yes A Legislation	No Sexual No Sexual No Co Sexual No Co Sexual No Co	Other Yes Emotional No Criminal penalties	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Yes Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Yes Yes Yes N, N Physical Yes N Ye Yes Ye Legislation Yes	No Sexual No Sexual No Ces Co Civil remedies Yes	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Legislation Yes Yes	Yes Heavy lifting Yes Sexual Yes es ses es es es yes es yes yes yes ye	Yes Other Yes Emotional Yes Criminal penalties	Economic	Metalwork Yes Yes Yes N, Physical Yes N N Ye Ye Ye Yes Legislation Yes Yes	No Sexual No Ses O Civil remedies Yes Yes	Other Yes Emotional No Criminal penalties	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect furmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Yes Yes Yes Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes Yes N, N Physical Yes N N Ye Ye Legislation Yes Yes Yes	No Sexual No Sex	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes es Ses es es Fes Fes Fes Fes Fes Fes Fes Fes	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes Yes N, Physical Yes N Yes Ye Yes Ye Yes Legislation Yes Yes Yes Yes N N N N N N N N N N N N N	No Sexual No Sexual No Ses Civil remedies Yes Yes	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Metalwork Yes Yes Physical Yes Y Y Y Y Y Y Y Y Y Legislation Yes Yes Yes N Boys	Yes Heavy lifting Yes Sexual Yes Ses es Civil remedies Yes Yes Girls	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes Yes N, N Physical Yes N N Yes Ye N Yes Ye Yes Ye Yes Legislation Yes Yes N N N Yes N N N Yes Yes N N N N N N N N N N N N N N N N N N	No Sexual No Sexual No Ses Civil remedies Yes Yes Ses Civil remedies Yes Civil remedies Yes Yes Ses Co Civil remedies Yes Yes Co Civil remedies Yes Yes	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Metalwork Yes Yes Physical Yes Y Y Y Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes 18	Yes Heavy lifting Yes Sexual Yes es Ses es es Fes Fes Fes Fes Fes Fes Fes Fes	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes N, N Physical Yes N N Ye Yes N N Ye Yes Yes Yes	No Sexual No Sexual No Ses Civil remedies Yes Yes	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Metalwork Yes Yes Physical Yes Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes N, N Physical Yes N N Ye Yes N N Ye Yes Yes Yes	No Sexual No Sex	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Metalwork Yes Yes Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes N, N Physical Yes N N Ye Yes N N N Ye Ye Ye Ye Ye N Legislation Yes Yes Yes Yes Yes Yes	No Sexual No Sexual No Sexual No Ses Civil remedies Yes Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Metalwork Yes Yes Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes N, N Physical Yes N N Ye Yes Yes Yes Yes Yes Yes Yes N N Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N N	No Sexual No Sexual No Sexual No Ses Civil remedies Yes Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Yes Metalwork Yes Yes Yes Physical Yes Y Y Y Y Y Y Legislation Yes Yes Y N N N N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes N, N Physical Yes N N Ye Yes Yes Yes Yes Yes Yes Yes N N Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N N	No Sexual No Sexual No Ses Civil remedies Yes Yes Ses O O O O O O O O O O O O O O O O O O O	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes Yes N, NPhysical Yes N N Ye Ye Ye Ye Ye Ye N N N N N N N N	No Sexual No Sexual No Ses Civil remedies Yes Yes Ses O O O O O O O O O O O O O O O O O O O	Other Yes Emotional No Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional Yes Criminal penalties Yes	Economic	Metalwork Yes Yes Yes N, NPhysical Yes N N Ye Ye Ye Ye Ye Ye N N N N N N N N	No Sexual No Sex	Other Yes Emotional No Criminal penalties Yes	Economic

	DENMARK	DJIBOUTI
REGION	High income: OECD	Middle East & North Africa
INCOME GROUP	High income	Lower middle income
FEMALE POPULATION	2,840,857	441,157
FEMALE LABOR FORCE PARTICIPATION	76%	39%
CCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	No	No
2. If yes, does it mention gender?	N/A	N/A
3. Does the constitution contain a clause on equality?	No	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes
Quotas		
5. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	10%
B. What are the quotas for women in local government?	No quota	No quota
). What are the quotas for women on candidate lists for parliament?	No quota	No quota
O. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
1. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A N/A	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
8. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
9. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
0. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
1. Can a woman be "head of household" in the same way as a man?	N/A N/A	No Yes
Division of responsibility within marriage		
2. Do spouses have equal rights to convey citizenship?	Yes	Yes
3. Are wives required to obey their husbands?	No	Yes
24. Must spouses jointly financially maintain the family?	Yes	No
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Deferred community of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	Yes	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No
Property rights	Married Unmarried	Married Unmarried
10. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
nheritance rights		
11. Do sons and daughters have equal inheritance rights?	Yes	No
2. Do female and male surviving spouses have equal inheritance rights?	Yes	No
OING TO COURT		
Equality of access		
3. Are customary law courts recognized?	No	No
4. Are personal law courts recognized?	No	Yes
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
ludicial representation		
6. How many justices are on the constitutional court?	16	12
37. Of those, how many are women?	5	6
8. Is the Chief Justice a woman?	No	No
fficiency of procedure		
19. Is there a small claims court/fast track procedure?	Yes	No N/A
0. If yes, what is the maximum amount (%GNI/capita)?	14%	N/A
ROVIDING INCENTIVES TO WORK		
Personal income tax		
1. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
3. Is childcare subsidized or publicly provided?	Yes	Yes
14. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	Yes
46. Must employers provide leave to care for sick relatives?	Yes	No

	DENMARK		ITUOBILD					
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			97	3%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	Yes	N/A		No	No	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender Yes			l Status No	Gender No	
GETTING A JOB	'	140	103		· '	10	NO	
Parental benefits	Matamita	Datamitu	Darental		Maternity	Datamitu	Darental	
50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	126	14	224		98	3	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	50%	50%	Partially paid		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	0	N/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections		:			14/11	,,,,		
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?		No.				es		
59. Is it prohibited for prospective employers to ask about family status?		No				lo		
60. Is dismissal of pregnant workers prohibited?		'es				es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		'es Vo				es es		
63. Are parents entitled to flexible/part-time schedules?		vo Vo				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			55	60		
65. When can one retire and get partial benefits?	67	67			55	60		
66. What is the mandatory retirement age?	N/A	N/A			60	60		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Yes .				es/es		
68. Can women and men do the same jobs?	,	/es			ı	No .		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	-	appropriate	Arduous
70.6	Yes Mining	Factories	Yes Construction	Yes Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	'es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	I/A			N	lo		
74. Are there clear criminal penalties for domestic violence?		'es				lo		
75 0 1 2 1 1 1 1 2 2 1 6 1 1 1	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No 'es	Yes	No	No	No lo	No	No
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?		lo				lo		
78. Does domestic violence legislation protect unmarried intimate partners?		No.				lo		
79. Do protection orders for domestic violence exist?	Υ	'es			N	lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y	'es			N	lo		
81. Do protection orders for domestic violence prohibit contact?		'es				lo		
82. Is there a specialized court/procedure for domestic violence?		es Chall	Criminal		N	lo Civil	Cuincinal	
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?		No.				lo		
86. Is there legislation on sexual harassment in public places?		lo				lo		
Child and early marriage 87. What is the legal age of marriage for:	Boys 18	Girls 18			Boys 18	Girls 18		
88. Are there exceptions?		es lo				es		
89. Is child marriage void or prohibited?		No.				es		
90. Is child marriage penalized?		No			Y	es		
Marital rape								
91. Is marital rape explicitly criminalized?		No .				lo		
92. If not, can a wife or partner file a complaint?		'es				es		
93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?		lo lo				lo lo		
איז. הוכ ומףכ ףכוףכנומנטוס בגבוווףניוו נוופץ ווומודץ נוופ אוכנוווו!	ľ	W.			1/	10		

		DOMINICAN REPUBLIC			
	DOMINICA				
REGION	Latin America & Caribbean	Latin America & Caribbean			
INCOME GROUP	Upper middle income	Upper middle income			
EMALE POPULATION		5,264,218			
EMALE LABOR FORCE PARTICIPATION		56%			
CCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	Yes	Yes			
2. If yes, does it mention gender?	Yes	Yes			
B. Does the constitution contain a clause on equality?	No	Yes			
γ.	Recognized Invalid	Recognized Invalid			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A			
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A			
Ouotas		10 100			
5. What are the quotas for women on corporate boards?	No quota	No quota			
7. What are the quotas for women in parliament?	No quota	No quota			
What are the quotas for women in local government?	No quota	No quota			
). What are the quotas for women on candidate lists for parliament?	No quota	33%			
What are the quotas for women on candidate lists for local government?	No quota	33%			
Rights of married and unmarried women	Married Unmarried	Married : Unmarried			
1. Can a woman apply for a passport in the same way as a man?	No Yes	Yes Yes			
2. Can a woman apply for a national ID card in the same way as a man?	N/A N/A	Yes Yes			
3. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes			
4. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes			
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes			
6. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes			
7. Can a woman register a business in the same way as a man? 8. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes			
9. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes			
0. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes			
1. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A			
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?	Yes	Yes			
3. Are wives required to obey their husbands?	No	No			
24. Must spouses jointly financially maintain the family?	Yes	Yes			
ISING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Separation of property	Partial community of property			
6. Who administers marital property?	Original owner	Both must agree			
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A			
28. Are there special provisions governing the marital home?	No	Yes			
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes			
Property rights	Married Unmarried	Married Unmarried			
80. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes			
nheritance rights					
Do sons and daughters have equal inheritance rights?	Yes	Yes			
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes			
	ies	ies			
OING TO COURT					
Equality of access	N.	Ni.			
33. Are customary law courts recognized?	No	No			
4. Are personal law courts recognized?	No	No			
15. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes			
ludicial representation	25	42			
16. How many justices are on the constitutional court?	25	13			
77. Of those, how many are women? 18. Is the Chief Justice a woman?	14	No			
	Yes	INO			
Efficiency of procedure	Ver	Ver			
9. Is there a small claims court/fast track procedure?	Yes 52%	Yes 1%			
0. If yes, what is the maximum amount (%GNI/capita)?	32%	1 70			
ROVIDING INCENTIVES TO WORK					
Personal income tax	N.	Y-			
1. Are childcare payments tax deductible?	No	No			
	Men Women	Men Women			
2. Are there tax deductions or credits specific to men/women?	No No	No No			
Childcare and education					
3. Is childcare subsidized or publicly provided?	Yes	Yes			
14. Is primary education free and compulsory?	Yes	Yes			
Financial support and care					
45. Does the government provide a child allowance to parents?	No	Yes			

ILDING CREDIT redit agencies Minimum loan amount covered by credit agencies (%GNI/capita)? Do the following provide information to credit agencies: scrimination Is discrimination in access to credit prohibited based on: TTING A JOB Internated benefits Does the law mandate the following types of leave: How much of such leave is paid (days)?	Retailers N/A Marita	/A				DOMINICAN REPUBLIC			
Minimum loan amount covered by credit agencies (%GNI/capita)? Do the following provide information to credit agencies: scrimination Is discrimination in access to credit prohibited based on: TTING A JOB arental benefits Does the law mandate the following types of leave:	Retailers N/A Marita	/A							
Do the following provide information to credit agencies: Scrimination Is discrimination in access to credit prohibited based on: TTING A JOB Brental benefits Does the law mandate the following types of leave:	Retailers N/A Marita	/A							
Is discrimination Is discrimination in access to credit prohibited based on: TTING A JOB Brental benefits Does the law mandate the following types of leave:	N/A Marita				0	1%			
Is discrimination Is discrimination in access to credit prohibited based on: TTING A JOB Brental benefits Does the law mandate the following types of leave:	N/A Marita		Microfinance				Microfinance		
Is discrimination in access to credit prohibited based on: TTING A JOB Irental benefits Does the law mandate the following types of leave:	Marita	Utilities	institutions		Retailers	Utilities	institutions		
Is discrimination in access to credit prohibited based on: TTING A JOB Irental benefits Does the law mandate the following types of leave:		N/A	N/A		Yes	Yes	No		
TTING A JOB Irental benefits Does the law mandate the following types of leave:	1	Status	Gender			l Status	Gender		
Does the law mandate the following types of leave:		No	No		- 1	No	No		
Does the law mandate the following types of leave:									
3 //	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
How much of such leave is paid (days)?	Yes	No	No		Yes	Yes	No		
	84	N/A	N/A		84	2	N/A		
Who pays for such leave?	Gov	N/A	N/A		Emp & Gov	Emp	N/A		
What % of wages are paid?	60%	N/A	N/A		100%	100%	N/A		
How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	N/A		
	Mother	Father			Mother	Father			
In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
orkplace protections									
Does the law mandate equal remuneration for work of equal value?	N	lo			N	No.			
Does the law mandate nondiscrimination based on gender in hiring?		lo				Vo			
Is it prohibited for prospective employers to ask about family status?		lo				Vo			
Is dismissal of pregnant workers prohibited?		lo				'es			
Are mothers guaranteed an equivalent position after maternity leave?		es				'es			
Are nursing mothers entitled to nursing breaks?		lo				'es			
Are parents entitled to flexible/part-time schedules?	N	lo			N	No .			
tirement & pensions	Women	Men			Women	Men			
When can one retire and get full benefits?	65	65			60	60			
When can one retire and get partial benefits?	65	65			55	55			
What is the mandatory retirement age?	N/A	N/A			N/A	N/A			
orking hours and industry restrictions									
Can women and men work the same night hours?		'es				Yes			
Can women and men do the same jobs?	1	Vo			\	Yes			
Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally ina	appropriate	Arduou	
	Yes	Υ	/es	Yes	Yes	Ye	es	Yes	
Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other	
	No	No	No	Yes	Yes	Yes	Yes	Yes	
Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting	Other		
	Yes	Yes	No						
					Yes	res	Yes		
OTECTING WOMEN FROM VIOLENCE					Yes	tes			
OTECTING WOMEN FROM VIOLENCE					res	ies			
omestic violence	Y	es							
Dimestic violence Us there domestic violence legislation?		es /A			Y	'es			
Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			Y	es I/A			
Dimestic violence Us there domestic violence legislation?	N Y	/A es	Emotional	Economic	Y. N	'es I/A 'es	Yes	Econom	
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence?	N Yi Physical	/A es Sexual	Emotional Yes		Y N Y Physical	es I/A es Sexual	Yes Emotional		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse:	N Y Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	Y. N Y. Physical Yes	res I/A res Sexual Yes	Yes	Econom No	
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members?	Physical Yes Yes	/A es Sexual			Y. N Y. Physical Yes	es Sexual Yes	Yes Emotional		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse:	N. Y. Physical Yes Y.	/A es Sexual Yes es			Y N Y Physical Yes	res I/A res Sexual Yes	Yes Emotional		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses?	Physical Yes Yi	Yes es Yes es			Y N Y Physical Yes Y Y Y	es //A // es // Sexual // Yes // es // Sexual // Yes // es // es // Extra // Yes // es // Extra // Yes // es // Extra // Yes //	Yes Emotional		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners?	N Yes Physical Yes Yes Yes	/A es Sexual Yes es es es			Y. N Y. Physical Yes Y. Y. Y. Y. Y. Y. Y.	es Sexual Yes es Sexuel Yes	Yes Emotional		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist?	N Yes Physical Yes Yes Yes	/A ees Sexual Yes ees ees ees ees			Y. N Y. Physical Yes Y. Y. Y. Y. Y. Y. Y.	res L/A //A Sexual Yes es res res res res res	Yes Emotional		
Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Yes Yes Yes Yes	Yes Sexual Yes es es es es es es es es e			Y. N Y. Physical Yes Y.	res Ly/A res Sexual Yes res res res res res res res res res r	Yes Emotional		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Yes Yes Yes Yes	/A es Sexual Yes es ses es es civil	Yes		Yes Physical Yes Yes Yes Yes Yes	Yes Sexual Yes Yes Yes Yes Yes Ces Yes Ces Civil	Yes Emotional Yes Criminal		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A ess Sexual Yes ess ess ess ess crivil remedies	Yes Criminal penalties		Physical Yes	Yes Sexual Yes es Yes es es es es es es es er	Yes Emotional Yes Criminal penalties		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A ess Sexual Yes ess ess ess ess ess ess No	Criminal penalties No		Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	res //A //A //S Sexual Yes es fes fes fes fes cy cy cy cy cy cy cy cy cy c	Emotional Yes Criminal penalties Yes		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Exxual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment:	Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A ess Sexual Yes ess ess ess ess ess No No	Yes Criminal penalties		Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes	res //A //es Sexual Yes res res res res res res res	Yes Emotional Yes Criminal penalties		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Exxual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education?	N Yes Physical Yes	/A es Sexual Yes es es es es No No No	Criminal penalties No		Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes	res Ves Ves Ves Ves Ves Ves Ves Ves Ves V	Emotional Yes Criminal penalties Yes		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence emove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Exxual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in public places?	No N	/A es Sexual Yes es es es es es No No lo	Criminal penalties No		Yes	res J/A res Sexual Yes res res res res res res res	Emotional Yes Criminal penalties Yes		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Exxual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in public places? Inited and early marriage	No No No Boys	/A es Sexual Yes es es es es es No No lo lo Girls	Criminal penalties No		Yes Physical Yes	res Sexual Yes es Ses es es es cres es Yes Ves Ves Ves Ves Ves Ves Ves Ves Ves V	Emotional Yes Criminal penalties Yes		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect family members? Does domestic violence legislation protect family members? Does domestic violence legislation on demstic violence systs: Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Extual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education? Is there legislation on sexual harassment in public places? Intil d and early marriage What is the legal age of marriage for:	N Yes Physical Yes	/A es Sexual Yes es e	Criminal penalties No		Yes	res Sexual Yes Yes res Ges Ges Ges Ges Ges Ges Ges Ges Ges G	Emotional Yes Criminal penalties Yes		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Extual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education? Is there legislation on sexual harassment in public places? Initial and early marriage What is the legal age of marriage for: Are there exceptions?	Physical Yes	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Criminal penalties No		Yes	res Ves Sexual Yes Yes Yes Yes Yes Yes Yes Ye	Emotional Yes Criminal penalties Yes		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Exual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education? Is there legislation on sexual harassment in public places? Initial and early marriage What is the legal age of marriage for: Are there exceptions? Is child marriage void or prohibited?	N Yes Physical Yes	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Criminal penalties No		Physical Yes	res //A //A //es Sexual Yes //es //es //es //es //es //es //es	Emotional Yes Criminal penalties Yes		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Exual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education? Is there legislation on sexual harassment in public places? Initial and early marriage What is the legal age of marriage for: Are there exceptions? Is child marriage penaltized?	N Yes Physical Yes	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Criminal penalties No		Physical Yes	res Ves Sexual Yes Yes Yes Yes Yes Yes Yes Ye	Emotional Yes Criminal penalties Yes		
Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Exxual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education? Is there legislation on sexual harassment in public places? Indid and early marriage What is the legal age of marriage for: Are there exceptions? Is child marriage penalized? Carital rape	N Y Yes Yes Yes Yes Yes Yes Yes Ye	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Criminal penalties No		Yes Yes Yes Yes Yes Yes N Yes Yes Yes N N N N N N N N N N N N N N N N N N N	res //A //S //S //S //S //S //S //S //S //S	Emotional Yes Criminal penalties Yes		
Is there domestic violence Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Exxual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education? Is there legislation on sexual harassment in public places? Inild and early marriage What is the legal age of marriage for: Are there exceptions? Is child marriage void or prohibited? Is child marriage penalized? arrital rape Is marital rape explicitly criminalized?	N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Criminal penalties No		Physical Yes Yes Yes Yes Yes Legislation Yes Yes N Boys 18	res //A res Sexual Yes es res res res res res res	Emotional Yes Criminal penalties Yes		
Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members? Are there clear criminal penalties for domestic violence? Does domestic violence legislation cover the following abuse: Does domestic violence legislation protect family members? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect former spouses? Does domestic violence legislation protect unmarried intimate partners? Do protection orders for domestic violence exist? Do protection orders for domestic violence remove the perpetrator from the home? Do protection orders for domestic violence prohibit contact? Is there a specialized court/procedure for domestic violence? Exxual harassment To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education? Is there legislation on sexual harassment in public places? Indid and early marriage What is the legal age of marriage for: Are there exceptions? Is child marriage penalized? Carital rape	No N	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Criminal penalties No		Yes Physical Yes Yes Yes Yes Yes A Legislation Yes Yes A Boys 18 Yes Yes N N N N N N N N N N N N N N N N N N N	res //A //S //S //S //S //S //S //S //S //S	Emotional Yes Criminal penalties Yes		
Is there domestic violence legislation? If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			Y	/A	Yes	, ,	

	ECUADOR	EGYPT, ARAB REP.		
REGION	Latin America & Caribbean	Middle East & North Africa		
INCOME GROUP	Upper middle income	Lower middle income		
FEMALE POPULATION	7,993,615	41,511,797		
FEMALE LABOR FORCE PARTICIPATION	58%	26%		
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes		
2. If yes, does it mention gender?	Yes	Yes		
3. Does the constitution contain a clause on equality?	Yes	Yes		
. ,	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes No		
Quotas		100		
5. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament?	No quota	10%		
B. What are the quotas for women in local government?	No quota	25%		
9. What are the quotas for women on candidate lists for parliament?	50%	No quota		
0. What are the quotas for women on candidate lists for local government?	50%	No quota		
Rights of married and unmarried women	Married Unmarried	Married Unmarried		
1. Can a woman apply for a passport in the same way as a man?	Yes Yes	No Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	No Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	No Yes		
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes		
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A		
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes	No		
23. Are wives required to obey their husbands?	No	Yes		
24. Must spouses jointly financially maintain the family?	Yes	No		
JSING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property	Separation of property		
26. Who administers marital property?	Other	Original owner		
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A		
28. Are there special provisions governing the marital home?	No	No		
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No		
Property rights	Married Unmarried	Married Unmarried		
80. Do men and women have equal ownership rights to property?	No Yes	Yes Yes		
nheritance rights				
B1. Do sons and daughters have equal inheritance rights?	Yes	No		
2. Do female and male surviving spouses have equal inheritance rights?	Yes	No		
OING TO COURT				
Equality of access				
33. Are customary law courts recognized?	Yes	No		
34. Are personal law courts recognized?	No	Yes		
25. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
Judicial representation				
36. How many justices are on the constitutional court?	9	11		
87. Of those, how many are women?	4	0		
88. Is the Chief Justice a woman?	No	No		
Efficiency of procedure				
89. Is there a small claims court/fast track procedure?	Yes	Yes		
IO. If yes, what is the maximum amount (%GNI/capita)?	81%	171%		
ROVIDING INCENTIVES TO WORK				
Personal income tax				
1. Are childcare payments tax deductible?	No	No		
F-1		,		
12. Are there tay deductions or credits specific to (Men Women	Men Women		
42. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education	Voc	V		
13. Is childcare subsidized or publicly provided?	Yes	Yes		
. ,,	Voc			
44. Is primary education free and compulsory?	Yes	Yes		
44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?	Yes	No		

	ECUADOR			EGYPT, ARAB REP.				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
		!	Microfinance			:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	institutions Yes		Retailers Yes	Utilities No	institutions	
Discolaria ettera		•				1		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I Status No	Gender No	
·		WO .	INU			NO	INO	
ETTING A JOB			1			1	1	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes 84	Yes 12	No N/A		Yes 90	No N/A	No N/A	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	Emp & Gov	Emp	N/A N/A		Emp & Gov	N/A N/A	N/A N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
s in the mach of sach leave is dispose (adjs).	Mother		: 14//		Mother	Father	: '','	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	Father N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections	.,,	,			.,,			
57. Does the law mandate equal remuneration for work of equal value?	Y	es			N	: lo		
58. Does the law mandate equal remainstation to work or equal values 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
50. Is dismissal of pregnant workers prohibited?		es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			Ņ	lo		
52. Are nursing mothers entitled to nursing breaks?	Y	es			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Ņ	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	60		
55. When can one retire and get partial benefits?	60	60			45	45		
66. What is the mandatory retirement age?	N/A	N/A			60	60		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		/es				/es		
68. Can women and men do the same jobs?		No				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduou
	Yes		Yes	Yes	No		lo	No
70. Can women work in these occupations in the same way as men:	Mining No	Factories Yes	Construction Yes	Other Yes	Mining No	No No	Construction No	Other No
71. Can women work on these tasks in the same way as men:		Heavy lifting		103		Heavy lifting		140
· · · · · · · · · · · · · · · · · · ·	Yes	No	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE							•	
Domestic violence								
	V	es				lo		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?		/A				10		
74. Are there clear criminal penalties for domestic violence?		es				lo		
7-1. The diere deal criminal pendices for domestic violence.	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econon
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	No	No	No	No
76. Does domestic violence legislation protect family members?		es				lo		
77. Does domestic violence legislation protect former spouses?	Y	es			N	lo		
78. Does domestic violence legislation protect unmarried intimate partners?	Y	es			N	lo		
79. Do protection orders for domestic violence exist?	Y	es			N	lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y	es				lo		
81. Do protection orders for domestic violence prohibit contact?		es				lo		
82. Is there a specialized court/procedure for domestic violence?	Y	es			N	lo 		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		Yes	No	Yes	
35. Is there legislation on sexual harassment in education?	Y	es			Y	es		
86. Is there legislation on sexual harassment in public places?	Y	es			Y	'es		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?	Y	es				lo		
89. Is child marriage void or prohibited?		es				'es		
90. Is child marriage penalized?	Y	es			Y	'es		
Marital rape								
		es				lo		
92. If not, can a wife or partner file a complaint?	N	/A			Y	'es		
91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?	N N				Y			

EL SALVADOR		EQUATORIAL GUINEA			
REGION	Latin America & Caribbean	EQUATORIAL GUINEA Sub-Saharan Africa			
INCOME GROUP	Lower middle income	High income			
FEMALE POPULATION	3,361,085	379,731			
FEMALE LABOR FORCE PARTICIPATION	51%	82%			
CCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	No	Yes			
2. If yes, does it mention gender?	N/A	Yes			
3. Does the constitution contain a clause on equality?	Yes	Yes			
	Recognized Invalid	Recognized Invalid			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A			
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A			
Quotas 5. What are the quotas for women on corporate boards?	No quota	No quota			
7. What are the guotas for women in parliament?	No quota	No quota			
B. What are the quotas for women in local government?	No quota	No quota			
What are the quotas for women on candidate lists for parliament?	30%	No quota			
O. What are the quotas for women on candidate lists for local government?	30%	No quota			
Rights of married and unmarried women	Married Unmarried	Married Unmarried			
Can a woman apply for a passport in the same way as a man? Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes			
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	 Yes Yes			
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes			
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes			
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes	No Yes Yes Yes			
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes			
19. Can a woman choose where to live in the same way as a man?	Yes Yes	No Yes			
0. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes			
11. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A			
Division of responsibility within marriage	Vi.	W			
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?	Yes	Yes Yes			
24. Must spouses jointly financially maintain the family?	Yes	Yes			
ISING PROPERTY	ies	ies			
Marital property regime					
25. What is the default marital property regime?	Deferred community of property	Partial community of property			
26. Who administers marital property?	Original owner	Separate with spousal consent			
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A			
28. Are there special provisions governing the marital home?	No	No			
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes			
Property rights 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried No Yes			
nheritance rights	10	110 123			
11. Do sons and daughters have equal inheritance rights?	Yes	Yes			
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes			
OING TO COURT					
Equality of access					
33. Are customary law courts recognized?	No	No			
34. Are personal law courts recognized?	No	No			
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes			
Judicial representation					
36. How many justices are on the constitutional court?	5	5			
87. Of those, how many are women? 88. Is the Chief Justice a woman?	0 No	0 No			
Efficiency of procedure		110			
19. Is there a small claims court/fast track procedure?	Yes	No			
10. If yes, what is the maximum amount (%GNI/capita)?	654%	N/A			
ROVIDING INCENTIVES TO WORK					
Personal income tax					
1. Are childcare payments tax deductible?	No	No			
	Men Women	Men Women			
12. Are there tax deductions or credits specific to men/women?	No No	No No			
Childcare and education					
13. Is childcare subsidized or publicly provided?	Yes	Yes			
14. Is primary education free and compulsory?	Yes	Yes			
Financial support and care					
45. Does the government provide a child allowance to parents?	Yes	No			

	EL SALVADOR			EQUATORIAL GUINEA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	No	Yes		No	No	No	
Discrimination	Marita	Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No		1	No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	84	3	N/A		84	3	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		75%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	١	lo			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			60	60		
65. When can one retire and get partial benefits?	55	60			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		'es				/es		
68. Can women and men do the same jobs?		'es			ı	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	١	/es	Yes	Yes	Υ	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	lo		
74. Are there clear criminal penalties for domestic violence?	Y	es			N	lo		
·	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Υ	es			N	lo		
77. Does domestic violence legislation protect former spouses?	Y	es			N	lo		
78. Does domestic violence legislation protect unmarried intimate partners?	Y	es			N	lo		
79. Do protection orders for domestic violence exist?	Y	es			N	lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y				N	lo		
81. Do protection orders for domestic violence prohibit contact?		es				lo		
82. Is there a specialized court/procedure for domestic violence?		es es			N			
	Y	es es				lo		
Sexual harassment	Y	es Civil	Criminal negalties			lo Civil	Criminal nenalties	
	Yo Yo Legislation	es es Civil remedies	penalties		Legislation	lo Civil remedies	penalties	
83. To protect against sexual harassment, do the following exist:	Yes	es Civil remedies No	penalties Yes		Legislation No	Civil remedies No	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes	es es Civil remedies	penalties		Legislation No No	lo Civil remedies	penalties	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes Yes	es Civil remedies No	penalties Yes		Legislation No No No	Civil remedies No No	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes Yes N	es Civil remedies No No es lo	penalties Yes		Legislation No No No	Civil remedies No No No	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes Yes	es Civil remedies No No	penalties Yes		Legislation No No No	Civil remedies No No	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes Yes Yes N Boys 18	es es Civil remedies No No es lo Girls	penalties Yes		No No No Boys 23	remedies No No lo Girls 23	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes Yes Yes Yes 18	es es Civil remedies No No es lo Girls 18	penalties Yes		No N	Civil remedies No No No Girls	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes Yes Yes Yes 18	Civil remedies No No es lo Girls 18	penalties Yes		No N	remedies No No No Girls 23	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes Yes Yes Yes 18	ces ces civil remedies No No es lo Girls 18 es es	penalties Yes		No N	No No lo Girls 23	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes Yes 18 Boys 18 Yes	ces ces civil remedies No No es lo Girls 18 es es	penalties Yes		Legislation No No No No No No No No No No	No No lo Girls 23	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes Yes Yes 18 18 Yes	es e	penalties Yes		Legislation No No No No No Y Boys 23 Y Y No	No No lo lo Girls 23 es es es	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Legislation Yes Yes Yes Yes 18 18 N N N N N N N N N N N N N N N N N	ess	penalties Yes		Legislation No	No N	penalties No	

	ESTONIA	ETHIOPIA			
REGION	High income: OECD	Sub-Saharan Africa			
INCOME GROUP	High income	Low income			
FEMALE POPULATION	704,249	48,229,992			
FEMALE LABOR FORCE PARTICIPATION	72%	81%			
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	Yes	Yes			
2. If yes, does it mention gender?	Yes	Yes			
3. Does the constitution contain a clause on equality?	Yes	Yes			
	Recognized Invalid	Recognized Invalid			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes			
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes			
Quotas	•	·			
6. What are the quotas for women on corporate boards?	No quota	No quota			
7. What are the quotas for women in parliament?	No quota	No quota			
8. What are the quotas for women in local government?	No quota	No quota			
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota			
10. What are the quotas for women on candidate lists for local government?	No quota	No quota			
Rights of married and unmarried women	Married Unmarried	Married Unmarried			
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes			
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes			
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes			
15. Can a woman qet a job in the same way as a man?	Yes Yes	Yes Yes			
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes			
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes			
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes			
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes			
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A			
· · · · · · · · · · · · · · · · · · ·	N/A : N/A	N/A : N/A			
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	Yes	Yes			
23. Are wives required to obey their husbands?	No	No			
24. Must spouses jointly financially maintain the family?	Yes	Yes			
USING PROPERTY		1			
Marital property regime 25. What is the default marital property regime?	Partial community of property	Partial community of property			
26. Who administers marital property?	Both must agree	Both must agree			
Protecting a wife's interests	3				
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A			
28. Are there special provisions governing the marital home?	No	No			
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes			
Property rights	Married Unmarried	Married Unmarried			
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes			
Inheritance rights					
31. Do sons and daughters have equal inheritance rights?	Yes	Yes			
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes			
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?	No	Yes			
34. Are personal law courts recognized?	No	Yes			
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes			
Judicial representation					
36. How many justices are on the constitutional court?	9	N/A			
37. Of those, how many are women?	1	N/A			
38. Is the Chief Justice a woman?	No	N/A			
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?	Yes	Yes			
40. If yes, what is the maximum amount (%GNI/capita)?	14%	46%			
PROVIDING INCENTIVES TO WORK					
Personal income tax					
41. Are childcare payments tax deductible?	No	No			
	Men Women	Men Women			
42. Are there tax deductions or credits specific to men/women?	No No	No No			
Childcare and education					
43. Is childcare subsidized or publicly provided?	Yes	No			
44. Is primary education free and compulsory?	Yes	No			
Financial support and care					
• •					
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	Yes Yes	No No			

	ESTONIA			ETHIOPIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			N,	/Δ		
77 Timinian Bandine core ed by creat agencies (really expire).		!	Microfinance				Microfinanco	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions N/A		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB								
	88 - 1 21	Balana Na	D Lal		BB - 1 21	Date - No.	D I. I	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	140	10	435		90	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	100%	100%	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	590		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	Y	es			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				0		
62. Are nursing mothers entitled to nursing breaks?		es			N			
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	63	63			60	60		
65. When can one retire and get partial benefits?	60	60			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		'es				'es		
68. Can women and men do the same jobs?		'es			١	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	١	/es	Yes	No		es	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
, ,								
	Yes	Yes	Yes	Yes	No	Yes	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Yes Heavy lifting	Other	Yes	Metalwork	Heavy lifting	No Other	Yes
71. Can women work on these tasks in the same way as men:		Yes		Yes		Heavy lifting	No	Yes
	Metalwork	Yes Heavy lifting	Other	Yes	Metalwork	Heavy lifting	No Other	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Yes Heavy lifting	Other	Yes	Metalwork	Heavy lifting	No Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Metalwork Yes	Yes Heavy lifting	Other	Yes	Metalwork No	Heavy lifting	No Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork Yes	Yes Heavy lifting Yes	Other	Yes	Metalwork No	No No	No Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork Yes N Yes	Yes Heavy lifting Yes	Other	Yes	Metalwork No	No No	No Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork Yes N Yes	Yes Heavy lifting Yes	Other	Yes	Metalwork No	No No	No Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Metalwork Yes No Physical No	Yes Heavy lifting Yes lo es Sexual No	Other Yes		Metalwork No Yi N, N, Physical Yes	No No No Sexual No	No Other No	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Metalwork Yes N Yes Physical No	Yes Heavy lifting Yes lo es Sexual No	Other Yes Emotional	Economic	Metalwork No Yi N, N, Physical Yes	No Pes No Sexual No No	No Other No	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Metalwork Yes No Physical No No	Yes Heavy lifting Yes lo lo es Sexual No lo lo	Other Yes Emotional	Economic	Metalwork No Yo No Yo No Physical Yes	No Pes No Sexual No No	No Other No	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Metalwork Yes No Physical No	Yes Heavy lifting Yes lo lo es Sexual No lo lo lo	Other Yes Emotional	Economic	Metalwork No Yo No Physical Yes No Yes	No No Sexual No No Sexual No Sexual	No Other No	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Metalwork Yes No Physical No	Yes Heavy lifting Yes lo lo es Sexual No lo	Other Yes Emotional	Economic	Metalwork No Yo No Physical Yes No No No No No No No No No N	No No Sexual No Sexual No Sexual No Sexual No Sexual	No Other No	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Metalwork Yes No Physical No No Y Y	Yes Heavy lifting Yes lo lo es es Sexual No lo lo lo es es	Other Yes Emotional	Economic	Metalwork No Ye No Physical Yes N N N N N N N N N N N N N N N N N N N	No Sexual	No Other No	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Metalwork Yes No Physical No N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes lo lo es es Sexual No lo lo lo lo es es es	Other Yes Emotional	Economic	Metalwork No Yi No Physical Yes No No No No No No No No No N	No No Sexual No Ses Ido Lo	No Other No	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Metalwork Yes No Physical No No Y Y Physical No	Yes Heavy lifting Yes lo es Sexual No lo	Other Yes Emotional No	Economic	Metalwork No Yo No Physical Yes No No No No No No No No No N	No Sexual No Sexual No Solution of the sexual of the	No Other No Emotional Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Metalwork Yes No Physical No N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes lo lo es es Sexual No lo lo lo lo es es es	Other Yes Emotional	Economic	Metalwork No Yi No Physical Yes No No No No No No No No No N	No No Sexual No Ses Ido Lo	No Other No	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Metalwork Yes No Physical No No Y Y Physical No	Yes Heavy lifting Yes No lo	Other Yes Emotional No Criminal	Economic	Metalwork No Yo No Physical Yes No No No No No No No No No N	No Sexual No Source No Civil	No Other No Emotional Yes Criminal	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Metalwork Yes No Physical No N Y Y Physical No N N N N N Y Y Y Y Y Y Y Y Y S Legislation Yes Yes	Yes Heavy lifting Yes lo es es Sexual No lo lo lo crivil remedies Yes Yes	Other Yes Emotional No Criminal penalties	Economic	Metalwork No Yi No Physical Yes No No Physical Yes No No No Legislation Yes Yes	No Sexual No Ses Io	No Other No Emotional Yes Criminal penalties	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Metalwork Yes No Physical No	Yes Heavy lifting Yes lo es es Sexual No lo lo lo lo remedies Yes Yes Es	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yi No Physical Yes Yi No No Physical Yes Yi No No Legislation Yes Yes	No Sexual No Sexual No Civil remedies No No	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Metalwork Yes No Physical No	Yes Heavy lifting Yes lo es es Sexual No lo lo lo crivil remedies Yes Yes	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yi No Physical Yes Yi No No Physical Yes Yi No No Legislation Yes Yes	No Sexual No Ses Io	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Metalwork Yes No Physical No	Yes Heavy lifting Yes lo es Sexual No lo lo lo lo lo remedies Yes Yes es lo Girls	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yi No Physical Yes Yi No No Physical Yes Yi No No No Legislation Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual Sexual No Sexual No Sexual Sexual No Sexual No Sexual Sexual Sexual No Sexual Sexual No Sexual Sexual Sexual No Sexual Sexual Sexual No Sexual Se	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Metalwork Yes No Physical No	Yes Heavy lifting Yes lo lo les Sexual No lo	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yi No Physical Yes Yi No Legislation Yes Yes Yes No	No Sexual No Sexual No Ses Io	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Metalwork Yes No Physical No	Yes Heavy lifting Yes Sexual No lo	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yi No Physical Yes Yi No Legislation Yes Yes Yes Yes Yes Yes Yes No	No Sexual No Ses Ido Ido Civil remedies No No Ses Ses Ido	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Metalwork Yes No Physical No	Yes Heavy lifting Yes Sexual No lo	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yi No Physical Yes Yi N N N Legislation Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual No Sexual No Civil remedies No No Ses	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Metalwork Yes No Physical No	Yes Heavy lifting Yes Sexual No lo	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yi No Physical Yes Yi N N N Legislation Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual No Ses Ido Ido Civil remedies No No Ses Ses Ido	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Metalwork Yes No Physical No	Yes Heavy lifting Yes No lo	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yi No Physical Yes Yes No No No Legislation Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual No Sexual No Significant of the sexual of t	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage epaalized? Marital rape 91. Is marital rape explicitly criminalized?	Metalwork Yes No Physical No	Yes Heavy lifting Yes lo	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yi No Physical Yes Yi No No Physical Yes Yi No No Legislation Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual No Sexual No Ses Io	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Metalwork Yes No Physical No	Yes Heavy lifting Yes No lo	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yes No Physical Yes Yes No	Heavy lifting No Sexual No Sexual No Civil remedies No Ses 18 Ses 18 Ses Ses No No No No No No No No No N	No Other No Emotional Yes Criminal penalties Yes	Economic
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage epanlized? Marital rape 91. Is marital rape explicitly criminalized?	Metalwork Yes No Physical No	Yes Heavy lifting Yes lo	Other Yes Emotional No Criminal penalties No	Economic	Metalwork No Yes No Physical Yes Yes No	No Sexual No Sexual No Ses Io	No Other No Emotional Yes Criminal penalties Yes	Economic

	FIJI	FINLAND
REGION	East Asia & Pacific	High income: OECD
INCOME GROUP	Upper middle income	High income
FEMALE POPULATION	435,616	2,778,257
FEMALE LABOR FORCE PARTICIPATION	39%	73%
ACCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		
5. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried No Yes	Married Unmarried Yes Yes
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	N/A N/A	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage	14.1	1,000
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Deferred community of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	Yes
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
O. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
nheritance rights		
21. Do sons and daughters have equal inheritance rights?	Yes	Yes
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
OING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
4. Are personal law courts recognized?	No	No
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
ludicial representation		
26. How many justices are on the constitutional court?	6	N/A
87. Of those, how many are women?	1	N/A
8. Is the Chief Justice a woman?	No	N/A
Efficiency of procedure		
9. Is there a small claims court/fast track procedure?	Yes	No
0. If yes, what is the maximum amount (%GNI/capita)?	59%	N/A
ROVIDING INCENTIVES TO WORK		
Personal income tax		
11. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
12. Are there tax deductions or credits specific to men/women?	Yes No	No No
Childcare and education		
13. Is childcare subsidized or publicly provided?	No	Yes
14. Is primary education free and compulsory?	No	Yes
Financial support and care		
mancial support and care		
45. Does the government provide a child allowance to parents?	No	Yes

	FUI			FINLAND				
DINI DINC CDEDIT			וטו			FINL	AND	
BUILDING CREDIT Credit agencies								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	Yes	Yes		No	No	N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No.	No		<u> </u>	No.	Yes	
GETTING A JOB							:	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	84 Emp	N/A N/A	N/A N/A		147 Gov	24 Gov	215 Gov	
53. What % of wages are paid?	100%	N/A	N/A		58%	58%	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Υ	2S			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?		0				es		
59. Is it prohibited for prospective employers to ask about family status?		0			N			
60. Is dismissal of pregnant workers prohibited?		2S				es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		es lo			Ye	es In		
63. Are parents entitled to flexible/part-time schedules?		0				es		
Retirement & pensions 64. When can one retire and get full benefits?	Women 55	Men 55			Women 63	Men 63		
65. When can one retire and get rull benefits?	55	55			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	\	'es			Υ	'es		
68. Can women and men do the same jobs?		Vo			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		Yes	Yes	Yes		/es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	es es			Ye	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A			N,			
74. Are there clear criminal penalties for domestic violence?		0			N			
75 Door domestic violence legislating assert the faller view above.	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes	Yes es	Yes	Yes	Yes	No es	Yes	No
77. Does domestic violence legislation protect farmily members? 77. Does domestic violence legislation protect former spouses?		2S			N			
78. Does domestic violence legislation protect unmarried intimate partners?		25				25		
79. Do protection orders for domestic violence exist?	Y	es			Y	es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Υ	es			Ye	es		
81. Do protection orders for domestic violence prohibit contact?	Υ	es			Y	es		
82. Is there a specialized court/procedure for domestic violence?	Υ	es			Ye	es	,	
Sexual harassment						Chail	Criminal	
	Legislation	Civil	Criminal nenalties		Legislation	Civil remedies		
83. To protect against sexual harassment, do the following exist:	Legislation	Civil remedies	penalties			remedies	penalties	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:		Civil			Yes Yes			
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	Civil remedies Yes	penalties No		Yes Yes	remedies Yes	penalties Yes	
84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	Civil remedies Yes Yes	penalties No		Yes Yes	remedies Yes Yes	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	Civil remedies Yes Yes Yes	penalties No		Yes Yes	remedies Yes Yes	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes Yes Yes Y Y Boys 18	Civil remedies Yes Yes Yes es Girls 18	penalties No		Yes Yes Yes N Boys 18	remedies Yes Yes Ses Girls 18	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes Yes Y Y Boys 18	Civil remedies Yes Yes Yes Ses Ses Girls 18	penalties No		Yes Yes Yes N Boys 18	remedies Yes Yes es 10 Girls 18	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes Yes Yes Yes Yes N N N	Civil remedies Yes Yes Yes Ses Ses Girls 18	penalties No		Yes Yes Yes N Boys 18	remedies Yes Yes Yes O Girls 18	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes Yes Yes Yes Yes N N N	Civil remedies Yes Yes Yes Ses Ses Girls 18	penalties No		Yes Yes Yes N Boys 18	remedies Yes Yes Yes O Girls 18	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes Yes Yes Yes Yes A N N Y Y Y Y N N Y	Civil remedies Yes Yes Ses Yes 18 00 00 28	penalties No		Yes Yes Yes Yes N N Boys 18 N N	yes Yes Yes O Girls 18 es	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes	Civil remedies Yes Yes Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	penalties No		Yes Yes Yes Yes N N Boys 18 N N N	yes Yes Yes O Girls 18 es	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes	Civil remedies Yes Yes Ses Yes 18 00 00 28	penalties No		Yes Yes Yes Yes N N Boys 18 N N N	remedies Yes Yes es Io	penalties Yes	

		CARON		
	FRANCE	GABON		
REGION	High income: OECD	Sub-Saharan Africa		
INCOME GROUP	High income	Upper middle income		
FEMALE POPULATION	34,135,260	850,885		
FEMALE LABOR FORCE PARTICIPATION	67%	58%		
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No	No		
2. If yes, does it mention gender?	N/A	N/A		
3. Does the constitution contain a clause on equality?	Yes	Yes		
	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
Quotas				
6. What are the quotas for women on corporate boards?	20%	No quota		
7. What are the quotas for women in parliament?	No quota	No quota		
8. What are the quotas for women in local government?	No quota	No quota		
9. What are the quotas for women on candidate lists for parliament?	50%	No quota		
10. What are the quotas for women on candidate lists for local government?	50%	No quota		
Rights of married and unmarried women	Married Unmarried	Married Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	No Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman qet a job in the same way as a man?	Yes Yes Yes	Yes Yes No Yes		
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
19. Can a woman choose where to live in the same way as a man?	Yes Yes	No Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	No Yes		
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes	Yes		
23. Are wives required to obey their husbands?	No	Yes		
24. Must spouses jointly financially maintain the family?	Yes	Yes		
JSING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property	Other		
26. Who administers marital property?	Both must agree	Other		
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A		
28. Are there special provisions governing the marital home?	Yes	Yes		
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No		
Property rights	Married Unmarried	Married Unmarried		
30. Do men and women have equal ownership rights to property?	Yes Yes	No Yes		
nheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes	Yes		
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes		
OING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No	No		
34. Are personal law courts recognized?	No	No		
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
Judicial representation				
36. How many justices are on the constitutional court?	10	9		
37. Of those, how many are women?	3	4		
88. Is the Chief Justice a woman?	No	Yes		
Efficiency of procedure				
99. Is there a small claims court/fast track procedure?	Yes	No		
IO. If yes, what is the maximum amount (%GNI/capita)?	12%	N/A		
ROVIDING INCENTIVES TO WORK				
Personal income tax				
11. Are childcare payments tax deductible?	Yes	No		
	Men Women	Men Women		
42. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education		110		
43. Is childcare subsidized or publicly provided?	Yes	Yes		
44. Is primary education free and compulsory?	Yes	Yes		
Financial support and care 45. Does the government provide a child allowance to parents?	Yes	Yes		

	FRANCE			GABON				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
77.1 minimum tour dimodit covered by creat agencies (notify capital).		!	Minnellane				Bat and Consumer	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		'es	Yes			lo	No	
GETTING A JOB			1 100					
	88 - 1 21	B. L St.	Dtul		Markeyster	D. L No.	D I. I	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	112	11	0		98	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	73%	73%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	1025		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Y	es			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	2S			N	0		
59. Is it prohibited for prospective employers to ask about family status?	N	0			N	0		
60. Is dismissal of pregnant workers prohibited?		es				<u>2</u> S		
61. Are mothers guaranteed an equivalent position after maternity leave?		2S				2S		
62. Are nursing mothers entitled to nursing breaks?		es				25		
63. Are parents entitled to flexible/part-time schedules?	N	0			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			57	57		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	62 70	62 70			57 57	57 57		
-	70	70			31	31		
Working hours and industry restrictions 67. Can women and men work the same night hours?	,	'es			\	'es		
68. Can women and men do the same jobs?		vo				lo		
•								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70 Can warman work in those accumptions in the came way as many	Yes Mining	Factories	es Construction	Yes Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
,	Yes	No	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
	Y	25			N			
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N N				N N			
74. Are there clear criminal penalties for domestic violence?		2S			N N			
74. Are there clear criminal penalties for domestic violence?	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	No	No	No	No
76. Does domestic violence legislation protect family members?		25		110	N			110
77. Does domestic violence legislation protect former spouses?	Y	es			N	0		
78. Does domestic violence legislation protect unmarried intimate partners?	Y	25			N	0		
79. Do protection orders for domestic violence exist?		-5				0		
	Y	2S			N	U		
80. Do protection orders for domestic violence remove the perpetrator from the home?						0		
81. Do protection orders for domestic violence prohibit contact?	Yı Yı	es es es			N N	0		
	Yı Yı	es es es			N N	0 0 0	,	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yı Yı	es es es Civil	Criminal negalties		N N	0 0 0 Civil	Criminal negalties	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	You You You You Legislation	es es es Civil remedies	penalties		N N Legislation	0 0 Civil remedies	penalties	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yi Yi Yi	es es es Civil			N N	0 0 0 Civil		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Yes	es es es es es es es es es No No No	penalties Yes		No No	0 0 Civil remedies	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes	ess ess ess Civil remedies No No	penalties Yes		No No	0 Civil remedies No No 0	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes N	ess ess ess Civil remedies No No	penalties Yes		No No No	0 Civil remedies No No 0	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes N	ces civil remedies No	penalties Yes		No N	O O O Civil remedies NO NO O O O	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes Yes N Boys 18	ces ces ces ces civil remedies No No o	penalties Yes		No N	O Civil remedies NO NO O Girls	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Ves Ves Ves N Boys 18	25 25 25 25 25 26 26 27 27 27 27 27 27 27 27 27 27 27 27 27	penalties Yes		No N	O Civil remedies No No O Cirls 21	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Ves Ves Ves N Boys 18	ces	penalties Yes		No N	O Civil remedies NO NO O O Girls 21	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes N N Boys 18 Yes	25 25 25 25 25 26 26 27 27 27 27 27 27 27 27 27 27 27 27 27	penalties Yes		No N	O Civil remedies No No O O O O O O O O O O O O O O O O O	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Vince the second	25 25 25 25 25 26 27 27 27 27 27 27 27 27 27 27 27 27 27	penalties Yes		No N	O Civil remedies NO NO O O Cirls 21	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Vince Service	25 25 25 25 25 26 27 27 27 27 27 27 27 27 27 27 27 27 27	penalties Yes		No N	O O O O O O O O O O O O O O O O O O O	penalties No	
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Vice Service S	25 25 25 25 25 26 27 27 27 27 27 27 27 27 27 27 27 27 27	penalties Yes		No N	O Civil remedies NO NO O O Girls 21	penalties No	

	GEORGIA	GERMANY
REGION	Europe & Central Asia	High income: OECD
INCOME GROUP	Lower middle income	High income
FEMALE POPULATION	2,380,984	41,167,323
FEMALE LABOR FORCE PARTICIPATION	61%	72%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	No	No
2. If yes, does it mention gender?	N/A	N/A
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		·
6. What are the quotas for women on corporate boards?	No quota	30%
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage	Yes	Yes
22. Do spouses have equal rights to convey citizenship? 23. Are wives required to obey their husbands?	No No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
	ics	103
JSING PROPERTY		
Marital property regime 25. What is the default marital property regime?	Partial community of property	Deferred community of property
26. Who administers marital property?	Both must agree	Separate with spousal consent
Protecting a wife's interests	Both mast agree	Separate man spousar consent
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
B1. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
OING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	9	16
37. Of those, how many are women?	3	5
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	31%	2%
ROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	Yes
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
44. Is primary education free and compulsory? Financial support and care	Yes	Yes
44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?	Yes No	Yes

	GEORGIA			GERMANY				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
The minimum tear amount covered by creat agencies (warm, capita).		!	Minne			!	Minnelinana	
48. Do the following provide information to credit agencies:	Retailers	Utilities Yes	Microfinance institutions Yes		Retailers Yes	Utilities Yes	Microfinance institutions N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	Yes	
GETTING A JOB			1 114					
	Matamita	Data miles	Describel		Matamita	Datait-	Donostol	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental Yes	
51. How much of such leave is paid (days)?	183	N/A	N/A		98	N/A	360	
52. Who pays for such leave?	Gov	N/A	N/A		Emp & Gov	N/A	Gov	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	547	N/A	N/A		0	N/A	679	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			60	60		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	0			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?	N	0				es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N					0		
62. Are nursing mothers entitled to nursing breaks?	Ye					es		
63. Are parents entitled to flexible/part-time schedules?	N	0			Y	es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	65			67	67		
65. When can one retire and get partial benefits?	60	65			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		'es				'es		
68. Can women and men do the same jobs?	Y	'es			Y	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		/es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
71. Can warman work an those tasks in the same way as many	Yes	Yes Heavy lifting	Yes Other	Yes	Yes	Yes Heavy lifting	Yes Other	Yes
71. Can women work on these tasks in the same way as men:	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM WOLFINGE	103	103	103		ics	103	103	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Ye					25		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			N,	/A		
72. Is there domestic violence legislation?	N, Ye	/A es			N,	/A lo		
72. Is there domestic violence legislation?73. If not, are there aggravated penalties for offenses between spouses/family members?74. Are there clear criminal penalties for domestic violence?	N, Ye Physical	/A es Sexual	Emotional	Economic	N N Physical	/A lo Sexual	Emotional	Economic
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	N, N Physical Yes	/A lo Sexual No	Emotional Yes	Economic No
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Ye Physical Yes Yes	Yes	+		Physical Yes	/A lo Sexual No		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Yo Physical Yes Yes	Yes Yes es	+		N, N Physical Yes Ye	/A lo Sexual No es lo		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Yo Physical Yes Yo Yo	Yes Sexual Yes Pes Yes	+		N, N Physical Yes N N	/A lo Sexual No es		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N, Yes Physical Yes Yes Yes Yes Yes	YA Sexual Yes Yes 25 25 26 27 28 28 28 28 28 28	+		N, N Physical Yes N N Yi	No Sexual No loss ses ses ses ses ses ses ses ses ses		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N, Yes Physical Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	+		N, Physical Yes N, Yi N, Yi Yi	/A lo Sexual No es lo		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N, Ye Physical Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes 25 25 26 27 28 29 29 20 20 20 20 20 20 20 20	+		N, Physical Yes N, N, Yes	VA lo Sexual No es lo lo es ses es ses		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N, Yes Physical Yes Yes Yes Yes N Yes	YA Sexual Yes Sexual Sexual Sexual Yes Sexual Sexual Sexual Sexual Sexual	+		N Physical Yes Yes N Yes Yes	/A lo Sexual No es lo		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N, Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes Legislation	YA Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties		N, Physical Yes Yes N, Ye Ye Ye Ye Ye Ye Ye Ye Legislation	No Sexual No Ses	Yes Criminal penalties	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N, Yes Physical Yes Yes Yes Yes Yes N Legislation Yes	VA 25 Sexual Yes 25 Sexual Yes 25 Sexual Yes 25 Sexual Yes 25 Sexual Sexual Yes 25 Sex	Criminal penalties No		N, Physical Yes Yes N Yes N Yes Yes N Yes Yes Yes Yes Yes Yes Yes	No Sexual No Ses	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes N Yes Legislation Yes Yes	/A Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties		N, N Physical Yes Yi N Yi Yi Yi Legislation Yes Yes	No Sexual No Ses Io	Yes Criminal penalties	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, Yes Physical Yes Yes Yes Yes Yes Yes Yes N Legislation Yes Yes	/A Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Criminal penalties No		N, N Physical Yes Yi N Yi Yi Yi Legislation Yes Yes	No Sexual No Ses Ido Ses Ido Ses Ses Ses Ses Ses Ves Yes Ves	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N, Yes Physical Yes Yes Yes Yes Yes Yes N Yes N Legislation Yes Yes N N	/A 25	Criminal penalties No		N. N. N. Physical Yes	No Sexual No Ses Io	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N, Ye Physical Yes Yes Yi Yi Yi Yi N N Legislation Yes N N N N N N N N N N N N N N N N N N N	/A Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Criminal penalties No		N, N Physical Yes Yi N Yi Yi Yi Yi Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	No Sexual No Ses Ido Ses Ido Ses Ido Ses	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect furmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N, Ye Physical Yes Yes Ye Ye Ye Ye N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A 25	Criminal penalties No		N, N Physical Yes Yi N Yi Yi Yi Yi Yi Legislation Yes N N N Boys 18	No Sexual No Ses Io	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N, You Physical Yes Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A	Criminal penalties No		NN	No Sexual No Ses	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, You Physical Yes Yes Yes Yes Yes Yes N N N N Bays 18 Yes	/A	Criminal penalties No		N, N N N N N N N N N N N N N N N N N N	VA lo Sexual No lo	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	N, You Physical Yes Yes Yes Yes Yes Yes N N N N Bays 18 Yes	/A	Criminal penalties No		N, N N N N N N N N N N N N N N N N N N	No Sexual No Ses	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	N, You Physical Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A	Criminal penalties No		NN	VA lo Sexual No lo	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N, Yes Physical Yes Yes Yes Yes Yes N Yes Legislation Yes Yes N N N R R R Yes N N N N N N N N N N N N N N N N N N N	/A 25	Criminal penalties No		N. N. N. Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes N. N	VA Ido Sexual No Ses Ido	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	N, Yes Physical Yes Yes Yes Yes Yes N Legislation Yes Yes N N N R R N N N N N N N N N N N N N N	/A	Criminal penalties No		N. N. N. Physical Yes Yes Yi N. Yi Yi Yi Legislation Yes Yes N. N	AA loo Sexual No ses loo loo loo loo loo loo loo loo loo lo	Yes Criminal penalties No	
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N, Ye Physical Yes Yes Yes Yes Yes Yes N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A 25	Criminal penalties No		N. N	VA Ido Sexual No Ses Ido	Yes Criminal penalties No	

	GHANA	GREECE
REGION	Sub-Saharan Africa	High income: OECD
INCOME GROUP	Lower middle income	High income
FEMALE POPULATION	13,316,516	5,549,303
FEMALE LABOR FORCE PARTICIPATION	69%	59%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
3. Does the constitution contain a clause on equality?	Yes	Yes
1 /	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas	1400	1,0
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
B. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	33%
0. What are the quotas for women on candidate lists for local government?	No quota	33%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage	·	
22. Do spouses have equal rights to convey citizenship?	No	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests	·	·
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	No	No
Property rights	Married Unmarried	Married Unmarried
80. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
nheritance rights		
21. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
OING TO COURT		
Equality of access	Vi -	No
33. Are customary law courts recognized?	Yes	No
14. Are personal law courts recognized?	No	No
25. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation	1.4	N/A
36. How many justices are on the constitutional court? 37. Of those, how many are women?	14 5	N/A N/A
37. Of those, now many are women? 88. Is the Chief Justice a woman?	Yes	N/A N/A
	ies	IN/A
Efficiency of procedure	No	Voc
99. Is there a small claims court/fast track procedure?	No N/A	Yes 31%
IO. If yes, what is the maximum amount (%GNI/capita)?	IV/A	3170
ROVIDING INCENTIVES TO WORK		
Personal income tax	N.	
11. Are childcare payments tax deductible?	No ·	No .
	Men Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	Yes	Yes
14. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
· · · · · · · · · · · · · · · · · · ·		
45. Does the government provide a child allowance to parents?	No	Yes

		GHANA			GREECE			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
The manual real and an experience of creat agencies (notify capital).		!	Microfinance		, and the second		Microfinanco	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	Microfinance institutions Yes		Retailers No	Utilities No	Microfinance institutions N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No			Vo	Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	84	N/A	N/A		119	2	0	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	120	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N	lo			Ye	es		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Ye	es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Ye	es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			65	65		
65. When can one retire and get partial benefits?	55	55			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	'es			Υ	'es		
68. Can women and men do the same jobs?	١	'es			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
ost can nomen note in diese types of jobs in the same nay as men	Yes		'es	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71 Consumer words on those tools 1: the consumer was a	Motalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:	Hetalwork				Yes			
71. Call women work on these tasks in the same way as men:	Yes	Yes	Yes		162	Yes	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE			Yes		ies	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE			Yes		res	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes	Yes				Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes	Yes	Yes		Y	25	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Yes N	Yes es /A	Yes		Yı N	es /A	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Yes Y	Yes es /A es		Fronomic	Yı N, Yı	es /A		Fronomic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Y N Y Physical	Yes es /A es Sexual	Emotional	Economic Yes	Yi N, Yi Physical	es /A es Sexual	Emotional	Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes N Physical Yes	Yes Yes Yes Sexual Yes		Economic Yes	Yi N, Yi Physical Yes	es /A es Sexual Yes		Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes N Physical Yes Yes	Yes es /A es Sexual Yes	Emotional		Yı N, Yı Physical Yes	es Sexual Yes	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Yes N Physical Yes Yes	Yes Yes Yes Sexual Yes	Emotional		Yi N, Yi Physical Yes Yi	es /A es Sexual Yes	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes N Physical Yes Yes Yes	Yes es /A es Sexual Yes es es	Emotional		Yi N, Yi Physical Yes Yi Yi	es Sexual Yes es Ses	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Yes N Physical Yes Yes Yes Yes	Yes es /A es Sexual Yes es es es	Emotional		Yes Physical Yes Yes Yes Yes	es Sexual Yes es Sexual Yes es Sexual Yes es Sexual Yes es Sexual Sexual Yes es Sexual Yes Yes Sexual Yes Yes Sexual Yes Yes Sexual Yes	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Yes N Physical Yes Yes Yes Yes	Yes Yes Yes Sexual Yes Ses Ses Ses	Emotional		You N. You Physical Yes You	es Sexual Yes es ses es ses ses ses ses ses ses s	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y Y	Yes es Sexual Yes Sexual Yes es es es es es es es	Emotional		Yi N. Yi Physical Yes Yi Yi Yi	es Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Yes N Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y	Yes Pes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes		Yes Physical Yes Yes Yes Yes Yes Yes	Sexual Yes es e	Emotional Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Yes N Physical Yes Yes Y Y Y Y Legislation	Yes Pes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties		Yes Physical Yes	Yes Sexual Yes Ses Ses Civil remedies	Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Yes N Physical Yes Yes Y Y Y Legislation No	Yes es /A es Sexual Yes es es cs civil remedies No	Emotional Yes Criminal penalties No		Yes Physical Yes	Sexual Yes Sexual Yes Ses Civil remedies Yes	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes N Physical Yes Y Y Y Y Y Legislation No	Yes Pes Sexual Yes Ses Ses Ses Ses Yes Yes Yes	Emotional Yes Criminal penalties		Yes Physical Yes	es Sexual Yes Sexual Yes es Civil remedies Yes Yes	Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Ye	Yes es Sexual Yes es Sexual Yes es Civil remedies No No	Emotional Yes Criminal penalties No		Yes Physical Yes	ess //A ess Sexual Yes ess ess ess ess Yes Yes viril remedies Yes Yes Yes	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Yes Yes N Physical Yes Y Y Y Y Y Legislation No No	Yes Sexual Yes Sexual Yes Ses Ses Ses Yes Yes Ses Ses	Emotional Yes Criminal penalties No		Yes N, Yes Yes Yes Yi Yi Yi Yi Yi Yi Yes Legislation Yes Yes N	es Sexual Yes Ses	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes Physical Yes Yes Y Y Y Y Y Y Legislation No No No Boys	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Yes	Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Ye	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Yes	Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Yes	ess //A ess Sexual Yes ess ess ess ess ess ess ess ess 1 Civil remedies Yes Yes 1 18	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Yes	ess //A ess Sexual Yes ess ess ess ess ess ess ess ess 1 Civil remedies Yes Yes 1 18 ess ess ess ess ess ess ess ess ess es	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 73. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Yes	ess //A ess Sexual Yes ess ess ess ess ess ess ess ess 1 Civil remedies Yes Yes 1 18	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Yes Yes N Physical Yes Yes Y Y Y Y Y Legislation No No No No No No No No No	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Yes Physical Yes Yes Yes Yes Legislation Yes Yes N Boys 18	Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes N Physical Yes Y Y Y Y Y Legislation No No No No No No No No No	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Yes Ses Ses	Emotional Yes Criminal penalties No		Yes Physical Yes Yes Yes Yes N Legislation Yes Yes N Boys 18	Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Yes N Physical Yes Y Y Y Y Y Legislation No No No Boys 18 N Y Y Y Y Y N N N N N N N	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties No		Yes Ny Physical Yes Yes Yes Yes No Legislation Yes Yes No Roys 18	Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Yes Ses Ses	Emotional Yes Criminal penalties No		Yes	Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes	

	GRENADA	GUATEMALA
REGION	Latin America & Caribbean	Latin America & Caribbean
INCOME GROUP	Upper middle income	Lower middle income
FEMALE POPULATION	53,026	8,121,898
EMALE LABOR FORCE PARTICIPATION		51%
CCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
3. Does the constitution contain a clause on equality?	No	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas	No quota	No queta
5. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament? B. What are the quotas for women in local qovernment?	No quota	No quota No quota
What are the quotas for women in local government: What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	No Yes	Yes Yes
2. Can a woman apply for a national ID card in the same way as a man?	N/A N/A	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
15. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A
	IN/A IN/A	N/A N/A
Division of responsibility within marriage 12. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Partial community of property
26. Who administers marital property?	Original owner	Both must agree
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	No .	Yes .
Property rights	Married Unmarried	Married Unmarried
10. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
nheritance rights	Ver	Ver
11. Do sons and daughters have equal inheritance rights?	Yes	Yes
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
OING TO COURT		
Equality of access	Ma	Ne
33. Are customary law courts recognized? 44. Are personal law courts recognized?	No No	No No
4. Are personal law courts recognized? 5. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
ludicial representation	ICS	162
16. How many justices are on the constitutional court?	25	5
87. Of those, how many are women?	14	1
88. Is the Chief Justice a woman?	Yes	Yes
fficiency of procedure		
19. Is there a small claims court/fast track procedure?	Yes	Yes
0. If yes, what is the maximum amount (%GNI/capita)?	46%	36%
ROVIDING INCENTIVES TO WORK		
Personal income tax		
1. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
3. Is childcare subsidized or publicly provided?	Yes	Yes
4. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
15. Door the government provide a child allowance to parents?	N-	N.a.
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	No No	No No

	GRENADA			GUATEMALA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N,	/A			0	%		
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities	Microfinance institutions N/A		Retailers Yes	Utilities Yes	Microfinance institutions No	
Discrimination	Marital	N/A Status	Gender			Tes Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	90	N/A	N/A		84	2	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Emp & Gov	Emp 100%	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	88%	N/A N/A	N/A N/A		100%	100% 0	N/A N/A	
54. How made of sacrificate is dispaid (days).	Mother	Father	: 14//		Mother	Father	: 11//1	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Ye					lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N					lo		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?	N Ye					lo es		
61. Are mothers guaranteed an equivalent position after maternity leave?	N					es		
62. Are nursing mothers entitled to nursing breaks?	N					es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			62	62		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	60 N/A	60 N/A			62 N/A	62 N/A		
Working hours and industry restrictions	,	,			14/11	,,,,		
67. Can women and men work the same night hours?	Y	'es			١	/es		
68. Can women and men do the same jobs?	Y	'es			- 1	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		nappropriate No	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining Yes		Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other			Heavy lifting	Other	
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes	Yes			Yes	Yes	
	Yes	Yes	Yes		ies	Yes	Yes	
	Yes	Yes	Yes		les	Yes	Yes	
Domestic violence			Yes				Yes	
Domestic violence 72. Is there domestic violence legislation?	Ye	25	Yes		Y	es	Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?		es /A	Yes		Y. N		Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Ye N,	es /A	Yes	Economic	Y. N	es /A	Yes	Economi
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes	es /A o Sexual Yes		Economic Yes	Y. N Y. Physical Yes	es /A es Sexual Yes		Economi Yes
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes	es //A // O Sexual Yes	Emotional		Y. N Y. Physical Yes	es //A es Sexual Yes es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Ye N, N Physical Yes	Sexual Yes Yes	Emotional		Y N Y Physical Yes	es //A es Sexual Yes es es es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Ye N,, N Physical Yes Ye Ye	Sexual Yes Yes	Emotional		Yes Yes Yes Yes Yes	es //A es Sexual Yes es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Ye N,, N Physical Yes Ye Ye	/A 00 Sexual Yes	Emotional		Yes Physical Yes Yes Yes	es /A es Sexual Yes es es es	Emotional	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Ye N, N N Physical Yes Ye Ye Ye Ye	25	Emotional		Y. N Y. Physical Yes Y.	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Ye N, N N Physical Yes Ye Ye Ye	255 //A //A //A //A //A //A //A //A //A /	Emotional Yes		Yes Physical Yes Yes Yes Yes Yes	es Sexual Yes Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Ye N, N N Physical Yes Ye Ye Ye Ye	25	Emotional		Y. N Y. Physical Yes Y.	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes N, Physical Yes Yes Yes Yes Yes Yes Yes Yes No	ess // A // A // O // O // Sexual // Yes // Ses // Civil remedies // No	Emotional Yes Criminal penalties No		Yes Physical Yes	es Sexual Yes es Sexual Yes es Ses	Emotional Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes N, Physical Yes Yes Yes Yes Yes Yes Yes Yes No No	ess // A /	Emotional Yes Criminal penalties		Yes Physical Yes	es Sexual Yes es Sexual Yes es Ses es Ses es Ses es Ses es No No	Emotional Yes Criminal penalties	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Ye N, N Physical Yes Ye Ye Ye Ye Legislation No No	Sexual Yes Yes 25 25 25 25 25 27 28 28 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20	Emotional Yes Criminal penalties No		Yes Physical Yes	es Sexual Yes es Sexual Yes es Ses es Ses es Ses No No	Emotional Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes N Physical Yes Yes Yes Yes Yes Yes Yes No No No	25	Emotional Yes Criminal penalties No		Yes Physical Yes	es Sexual Yes es Sexual Yes es Ses es	Emotional Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 80. Does domestic violence legislation protect unmarried intimate partners? 81. Doe protection orders for domestic violence exist? 82. Doe protection orders for domestic violence remove the perpetrator from the home? 83. To protection orders for domestic violence prohibit contact? 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage**	Ye N, N Physical Yes Ye Ye Ye Ye Legislation No No	Sexual Yes Yes 25 25 25 25 25 27 28 28 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20	Emotional Yes Criminal penalties No		Yes Physical Yes	es Sexual Yes es Sexual Yes es Ses es Ses es Ses No No	Emotional Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes N, Physical Yes Yes Yes Yes Yes Yes Yes No	255	Emotional Yes Criminal penalties No		Yes Physical Yes	es Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect mnarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes N, Physical Yes	25	Emotional Yes Criminal penalties No		Yes Physical Yes	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Ye N, N Physical Yes Ye Ye Ye Ye Ye Ye N, NO	25	Emotional Yes Criminal penalties No		Yes N Physical Yes Yes Y Y Y Y Y Legislation No	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Ye N,, N Physical Yes Ye Ye Ye Ye Ye Ye Ye No	25	Emotional Yes Criminal penalties No		Yes N Physical Yes	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized?	Ye N,, N Physical Yes Ye Ye Ye Ye Ye Ye N, No	25	Emotional Yes Criminal penalties No		Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Ye N,, N Physical Yes Ye Ye Ye Ye Ye Ye Ye No	25	Emotional Yes Criminal penalties No		Physical Yes	es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties No	Economic Yes

GUINEA Sub-Saharan Africa Low income 6,010,600	GUYANA Latin America & Caribbean Lower middle income
Low income	
	Lower middle income
6.010.600	
0,010,000	395,411
67%	45%
No	Yes
N/A	Yes
Yes	Yes
Recognized Invalid	Recognized Invalid
No N/A	No N/A
No N/A	No N/A
	·
No quota	No quota
No quota	No quota
30%	No quota
30%	33%
No quota	No quota
Married Unmarried	Married Unmarried
Yes Yes	Yes Yes
	Yes Yes
	Yes Yes
	Yes Yes Yes Yes
Yes Yes	Yes Yes
Yes Yes	Yes Yes
Yes Yes	Yes Yes
No Yes	Yes Yes
No Yes	Yes Yes
No Yes	N/A N/A
	Yes
	No
Yes	No
	6 " 6 "
	Separation of property
Original owner	Original owner
NI/A	N/A
· · · · · · · · · · · · · · · · · · ·	N/A No
	No
	Married Unmarried Yes Yes
165	163
Voc	Voc
	Yes Yes
NO	tes
	No
	No
Yes	Yes
	11
	4
IVO	No
Me	Vee
	Yes
IN/A	6%
N:	N.
NO :	No :
Men Women	Men Women
Yes No	No No
No	Yes
No	Yes
Yes	No
	N/A Yes Recognized

		GUINEA			GUYANA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			N	/A		
		!	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	institutions N/A		Retailers N/A	Utilities N/A	institutions N/A	
Discrimination		Status	Gender			N/A Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB			•				<u>:</u>	
	Matamita	Determite	Donostal		Mataurita	Datait-	Donostol	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	98	N/A	N/A		91	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		70%	N/A	N/A	
54. How much of such leave is unpaid (days)?	270	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Y	es			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?	1	lo			Y	es		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	es			N	lo		
62. Are nursing mothers entitled to nursing breaks?		es				lo		
63. Are parents entitled to flexible/part-time schedules?	1	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	55			60	60		
65. When can one retire and get partial benefits?	55	55			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	`	/es			Υ	⁄es		
68. Can women and men do the same jobs?		No			1	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
69. Can women work in these types of jobs in the same way as men:	Hazardous No		appropriate Yes	Arduous Yes	Hazardous Yes		appropriate 'es	Arduous Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	No Mining	Factories	es Construction	Yes Other	Yes Mining	Y Factories	es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining No	Factories Yes	Construction Yes	Yes	Yes Mining Yes	Factories No	res Construction Yes	Yes
	No Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories No Heavy lifting	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining No	Factories Yes	Construction Yes	Yes Other	Yes Mining Yes	Factories No	res Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories No Heavy lifting	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories No Heavy lifting	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Mining No Metalwork No	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork	Factories No Heavy lifting No	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Mining No Metalwork No	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories No Heavy lifting No	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Mining No Metalwork No	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories No Heavy lifting No	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Mining No Metalwork No	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	Yes Mining Yes Metalwork Yes	Factories No Heavy lifting No	Construction Yes Other	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Mining No Metalwork No	Factories Yes Heavy lifting Yes	/es Construction Yes Other No	Yes Other Yes	Yes Mining Yes Metalwork Yes	Factories No Heavy lifting No	es Construction Yes Other Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No Mining No Metalwork No Physical No	Factories Yes Heavy lifting Yes	res Construction Yes Other No Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N N Physical Yes	Factories No Heavy lifting No Heavy lifting No Sexual	es Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	No Mining No Metalwork No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No	res Construction Yes Other No Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes N Physical Yes	Factories No Heavy lifting No Sexual No No	es Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No Mining No Metalwork No Physical No	Factories Yes Heavy lifting Yes lo lo Sexual No lo lo lo	res Construction Yes Other No Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No es	es Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No Mining No Metalwork No Physical No	Factories Yes Yes Heavy lifting Yes lo lo lo lo sexual lo lo lo lo	res Construction Yes Other No Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No Sexual	es Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Mining No Metalwork No Physical No	Factories Yes Yes Heavy lifting Yes lo lo lo lo Sexual No lo lo lo lo lo	res Construction Yes Other No Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No es es	es Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Mining No Metalwork No Physical No	Factories Yes Heavy lifting Yes loo loo Sexual No loo loo loo loo loo loo loo loo loo	res Construction Yes Other No Emotional	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No es es es es es es es es	es Construction Yes Other Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Mining No Metalwork No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo lo lo lo lo lo lo lo lo	res Construction Yes Other No Emotional No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No es es es es es es es es es	es Construction Yes Other Yes Emotional Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Mining No Metalwork No Physical No	Factories Yes Heavy lifting Yes loo loo Sexual No loo loo loo loo loo loo loo loo loo	res Construction Yes Other No Emotional No Criminal	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No es	es Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No Mining No Metalwork No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other No Emotional No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No es es es es es es es es es	es Construction Yes Other Yes Emotional Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	No Mining No Metalwork No Physical No No Legislation	Factories Yes Heavy lifting Yes lo	res Construction Yes Other No Emotional No Criminal penalties	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No es	es Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect turnarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Mining No Metalwork No Physical No Legislation No No	Factories Yes Yes Heavy lifting Yes lo lo lo lo Sexual lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No es es es es es es ey	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Mining No Metalwork No Physical No Legislation No No	Factories Yes Yes Heavy lifting Yes lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No Comparison No Civil remedies Yes Yes	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect turnarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Mining No Metalwork No Physical No Legislation No No	Factories Yes Heavy lifting Yes lo l	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No es Civil remedies Yes Yes	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	No Mining No Metalwork No Physical No Legislation No No	Factories Yes Yes Heavy lifting Yes lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No es es es es es ey es ey	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	No Mining No Metalwork No Physical No Physical No No Regislation No No Boys 21	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No es	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No Mining No Metalwork No Physical No Legislation No No Boys 21	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No es	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	No Mining No Metalwork No Physical No Legislation No No Boys 21	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual VA No Ses	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	No Mining No Metalwork No Physical No Physical No	Factories Yes Heavy lifting Yes loo loo loo loo loo loo loo loo loo lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No Sexual Fremedies Fremedie	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Mining No Metalwork No Physical No No Legislation No No No No Physical No	Factories Yes Yes Heavy lifting Yes loo loo loo loo loo loo loo loo loo lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No Ses	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	No Mining No Metalwork No Physical No No Legislation No	Factories Yes Yes Heavy lifting Yes loo loo loo loo loo loo loo loo loo lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No Ses	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Mining No Metalwork No Physical No Legislation No Boys 21 Y Y Y	Factories Yes Yes Heavy lifting Yes loo loo loo loo loo loo loo loo loo lo	res Construction Yes Other No Emotional No Criminal penalties No	Yes Other Yes	Yes Mining Yes Metalwork Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting No Sexual No Sexual No Ses	es Construction Yes Other Yes Emotional Yes Criminal penalties No	Yes Other Yes

		HONDURAS		
	HAITI			
REGION	Latin America & Caribbean	Latin America & Caribbean		
INCOME GROUP	Low income	Lower middle income		
FEMALE POPULATION	5,292,357	4,127,197		
FEMALE LABOR FORCE PARTICIPATION	63%	45%		
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	No	Yes		
2. If yes, does it mention gender?	N/A	Yes		
3. Does the constitution contain a clause on equality?	Yes	Yes		
1 /	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
Quotas		100		
5. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament?	30%	No quota		
B. What are the quotas for women in local government?	33%	No quota		
9. What are the quotas for women on candidate lists for parliament?	No quota	40%		
0. What are the quotas for women on candidate lists for local government?	No quota	40%		
Rights of married and unmarried women	Married Unmarried	Married : Unmarried		
1. Can a woman apply for a passport in the same way as a man?	No Yes	Yes Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes		
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
19. Can a woman choose where to live in the same way as a man?	No Yes	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	No Yes		
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No	No		
23. Are wives required to obey their husbands?	No	No		
24. Must spouses jointly financially maintain the family?	Yes	Yes		
JSING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Partial community of property	Deferred community of property		
26. Who administers marital property?	Other	Original owner		
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A		
28. Are there special provisions governing the marital home?	No	No		
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes		
Property rights	Married Unmarried	Married Unmarried		
30. Do men and women have equal ownership rights to property?	No Yes	Yes Yes		
nheritance rights				
81. Do sons and daughters have equal inheritance rights?	Yes	Yes		
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes		
OING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No	No		
34. Are personal law courts recognized?	No	No		
14. Are personal law courts recognized? 15. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
, , ,	103	163		
Judicial representation 36. How many justices are on the constitutional court?	12	5		
77. Of those, how many are women?	1	2		
18. Is the Chief Justice a woman?	No	No No		
Efficiency of procedure				
19. Is there a small claims court/fast track procedure?	Yes	Yes		
10. If yes, what is the maximum amount (%GNI/capita)?	67%	108%		
		1.500		
ROVIDING INCENTIVES TO WORK				
Personal income tax 11. Are childcare payments tax deductible?	No	No		
rr. rice emideare payments tax academic:	:	;		
		Men Women		
	Men Women			
·	Men Women No No	No No		
Childcare and education	No No	· · · · · · · · · · · · · · · · · · ·		
Childcare and education 13. Is childcare subsidized or publicly provided?	No No	Yes		
Childcare and education 43. Is childcare subsidized or publicly provided?	No No	· · · · · · · · · · · · · · · · · · ·		
42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?	No No	Yes		

		HAITI			HONDURAS			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	20	1%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		Yes	Yes	Yes	
Discrimination	Marita	l Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		N	No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	42	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100% 42	N/A N/A	N/A N/A		100%	N/A N/A	N/A N/A	
34. How much of such leave is unpaid (days):			IN/A				i N/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections	,	,,,,			14/11	.,,,,		
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	0		
58. Does the law mandate equal remandation based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		es				es es		
63. Are parents entitled to flexible/part-time schedules?		lo			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55 55	55			60	65		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	N/A	55 N/A			60 N/A	65 N/A		
	IN/A	IN/A			IN/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	/es			\ \	'es		
68. Can women and men do the same jobs?		les /es				Vo		
· · · · · · · · · · · · · · · · · · ·				A				Andressa
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous No		appropriate No	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
70. Can women work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
			Other		Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other				o tillei	
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Yes		Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE					Yes		-	
					Yes		-	
PROTECTING WOMEN FROM VIOLENCE	Yes				Yes	Yes	-	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes	Yes				Yes	-	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes N	Yes Io			Y	Yes es /A	-	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes N	Yes lo		Economic	Yo N	Yes es /A	-	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes N Physical No	Yes lo lo Sexual No	Yes	Economic No	Yi N, Yi Physical Yes	Yes Yes Yes Sexual Yes	Yes	Economic Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes N Physical No	Yes lo lo Sexual No	Yes		Yı N, Yı Physical Yes	Yes Yes Yes Sexual Yes	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes N Physical No	Yes lo lo lo Sexual No	Yes		Yi N, Yi Physical Yes	Yes Pes Sexual Yes Ses Ses	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes N Physical No N	Yes lo lo lo Sexual No lo lo	Yes		Yi N, Yi Physical Yes Yi Yi	Yes Pes Sexual Yes Ses Ses Yes	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes No No No No No No No No No N	Yes lo lo lo Sexual No lo	Yes		Yes Physical Yes Yes Yes Yes	Yes Yes Sexual Yes Sexual Yes Ses Ses	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes No Physical No No No No No No No No No N	Yes Io I	Yes		You N. You Physical Yes You	Yes Pes Sexual Yes Sexual Yes Ses Ses Ses	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes No Physical No No No No No No No No No N	Yes lo lo lo Sexual No lo	Yes		Yi N. Yi Physical Yes Yi Yi Yi	Yes Yes Sexual Yes Sexual Yes Ses Ses	Yes Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes No Physical No No No No No No No No No N	Yes lo lo lo Sexual No lo	Emotional No Criminal		Yes Physical Yes Yes Yes Yes Yes Yes Yes	Yes Yes Sexual Yes Ses Ses Civil	Yes Emotional Yes Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes No Physical No N N N N N N N N N N Legislation	Yes Jo J	Emotional No Criminal penalties		Yes Physical Yes	Yes Yes Sexual Yes Ses Ses Civil remedies	Yes Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes No Physical No No No Legislation	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical Yes	Yes Yes Sexual Yes Sexual Yes Ses Ses Ses Yes Yes Yes Yes	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes No Physical No N N N Legislation No No	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties		Yes Physical Yes	Yes Yes Sexual Yes Ses Ses Civil remedies Yes Yes	Yes Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes No Physical No N N N N N N N N N N N N	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes Legislation Yes Yes	Yes Yes Sexual Yes Sexual Yes Ses Ses Ses Yes Yes Yes Yes	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect married intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Yes No Physical No N N N N N N Legislation No No	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical Yes Yes Yi Yi Yi Yi Legislation Yes Yes Yi N	Yes Sexual Yes Sexual Yes Ses Civil remedies Yes Yes Yes	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes No Physical No N N N N N N N N N N N N	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes Legislation Yes Yes	Yes Sexual Yes Ses Ses Ses Ses Ses Yes Yes	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect married intimate partners? 79. Do protection orders for domestic violence ewist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes No Physical No No No No No Legislation No No No No No No No No No	Yes lo lo Sexual No lo	Emotional No Criminal penalties No		Yes	Yes Sexual Yes Sexual Yes Ses Civil remedies Yes Yes Girls	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes No Physical No No No Legislation No No No No No No No No No	Yes Jo	Emotional No Criminal penalties No		Yes	Yes Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes No Physical No No No Legislation No No No Physical No No No No No No No No No N	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes	Yes Yes Sexual Yes Ses Ses Ses Yes Yes Yes Yes	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Yes No Physical No No No Legislation No No Solution No No Y Y Y	Yes Io lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes	Yes Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No Physical No No No Legislation No No Solution No No Physical No No No No No No No No No N	Yes Io lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes	Yes Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes No Physical No No No No No Legislation No No Solve Y Y Y	Yes lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes Physical Yes Yes Yes Yes Legislation Yes	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Emotional Yes Criminal penalties Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No Physical No No No No No No No No No N	Yes Io lo lo lo Sexual No lo	Emotional No Criminal penalties No		Yes	Yes Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Emotional Yes Criminal penalties Yes	

	HONG KONG SAR, CHINA	HUNGARY
REGION	East Asia & Pacific	High income: OECD
INCOME GROUP	High income	High income
FEMALE POPULATION	3,852,616	5,174,659
FEMALE LABOR FORCE PARTICIPATION	60%	58%
ACCESSING INSTITUTIONS		
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	No	Yes
2. If yes, does it mention gender?	N/A	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes No N/A	No N/A No N/A
Ouotas	NO NA	NO NA
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?	No quota No quota	No quota No quota
What are the quotas for women on candidate lists for local government? 10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY Marital property regime		
25. What is the default marital property regime?	Separation of property	Partial community of property
26. Who administers marital property?	Original owner	Both must agree
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	N/A No	N/A Yes
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights	v.	V.
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes Yes
GOING TO COURT	10	103
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation 36. How many justices are on the constitutional court?	4	15
37. Of those, how many are women?	0	2
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Yes 16%	Yes 32%
PROVIDING INCENTIVES TO WORK	1070	3270
Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education 43. Is childcare subsidized or publicly provided?	Yes	Yes
43. Is criticate substatzed or publicity provided? 44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	Yes
46. Must employers provide leave to care for sick relatives?	No	Yes

	HONG KONG SAR, CHINA			HUNGARY				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	No		No	No	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Marital Status Gender Yes Yes			<mark> Status</mark> /es	Gender Yes		
·		103	103			(3	103	
GETTING A JOB	Matamita	Determite	Described		Matamita	Datait	Describel	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental No		Maternity Yes	Paternity Yes	Parental Yes	
51. How much of such leave is paid (days)?	70	3	N/A		168	5	590	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	Emp	Gov	
53. What % of wages are paid?	80%	80%	N/A		70%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es .				es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		lo				es		
		lo lo				es Io		
63. Are parents entitled to flexible/part-time schedules?								
Retirement & pensions 64. When can one retire and get full benefits?	Women 65	Men 65			Women	Men 65		
65. When can one retire and get ruil benefits?	60	60			65 65	65		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14//	,			11//1			
67. Can women and men work the same night hours?	1	/es			V	/es		
68. Can women and men do the same jobs?		Yes		Yes				
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
os. Call women work in these types of jobs in the same way as men.	Yes		les	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	-	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men:	Yes	Yes	Yes		Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Metalwork	Yes Heavy lifting	Yes Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Metalwork Yes Yes	Yes Heavy lifting Yes es /A	Yes Other		Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes Yes N N Y	Yes Heavy lifting Yes es /A	Yes Other Yes	Yes	Yes Metalwork Yes Yes	Yes Heavy lifting Yes es /A es	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Metalwork Yes Yes Yes Physical	Yes Heavy lifting Yes es /A es Sexual	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes Yes Yi N Yhysical	Yes Heavy lifting Yes es /A es Sexual	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Metalwork Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual No	Yes Other Yes	Yes	Yes Metalwork Yes Yes Yes Yes Physical Yes	Yes Heavy lifting Yes es /A es Sexual Yes	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Metalwork Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual No es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes N, N, Physical Yes	Yes Heavy lifting Yes es /A es Sexual Yes es	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Ye	Yes Heavy lifting Yes es /A es Sexual No es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes N, N, Physical Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Metalwork Yes Yes Physical Yes Yes	Yes Heavy lifting Yes Yes Sexual No es es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes N, N, Yi Physical Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es es es	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual No es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes N, N, Yi Physical Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes	Yes Heavy lifting Yes Yes Sexual No es es es es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es //A es Sexual Yes es es es es	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes es /A es Sexual No es es es es es	Yes Other Yes Emotional	Yes	Yes Metalwork Yes Yes N, You Physical Yes You You You You You You You You You Yo	Yes Heavy lifting Yes es /A es Sexual Yes es es es es es es	Yes Other Yes Emotional Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Metalwork Yes Yes Yes Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Sexual No es	Yes Other Yes Emotional No Criminal	Yes	Yes Metalwork Yes Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es es es es es Civil	Yes Other Yes Emotional Yes Criminal	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual No es	Yes Other Yes Emotional No Criminal penalties	Yes	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es es es es es coil remedies	Yes Other Yes Emotional Yes Criminal penalties	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Metalwork Yes Yes Yes Physical Yes Y Y Y Y Y Legislation Yes	Yes Heavy lifting Yes es /A es Sexual No es	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es es es es es es es No	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes	Yes Heavy lifting Yes Sexual No es	Yes Other Yes Emotional No Criminal penalties	Yes	Yes Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es es es es es coil remedies	Yes Other Yes Emotional Yes Criminal penalties	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes Yes	Yes Heavy lifting Yes Sexual No es es es es es es ey es yes ey yes Yes Yes	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes es es es es es es es No No	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Legislation Yes Yes Yes	Yes Heavy lifting Yes Sexual No es es es es es es es ey es ey	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Civil remedies No No	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Yes Metalwork Yes Yes Physical Yes Y Y Y Y Y Y Y Y Y Legislation Yes Yes Yes	Yes Heavy lifting Yes Sexual No es es es es es es ey es	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes es es es es es es es No No lo	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Metalwork Yes Yes Yes Physical Yes Yes Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual No es	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es /A es Sexual Yes es es es es No No lo lo Girls	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual No es Ses es e	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes es Ses No No lo lo lo Girls 18 es Res Res Res Res Res Res Res	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual No es	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes es Civil remedies No No lo lo Girls 18	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual No es	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes es Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Metalwork Yes Yes Yes Physical Yes Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual No es	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation protect family members? 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Metalwork Yes Yes Yes Physical Yes Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual No es	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes es Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties No	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual No es	Yes Other Yes Emotional No Criminal penalties No	Yes	Yes Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties No	Yes

	ICELAND	INDIA
REGION	High income: OECD	South Asia
INCOME GROUP	High income	Lower middle income
FEMALE POPULATION	162,643	612,195,535
FEMALE LABOR FORCE PARTICIPATION	82%	29%
ACCESSING INSTITUTIONS		
Constitutional rights 1 Pers the constitution contains a clause on populisations?	No	Vec
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	No N/A	Yes Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes No
Quotas 6. What are the quotas for women on corporate boards?	40%	>0
7. What are the quotas for women in parliament?	No quota	No quota
What are the quotas for women in local government?	No quota	33%
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	N/A N/A
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage	W	W
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?	Yes No	Yes No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime? 26. Who administers marital property?	Deferred community of property Original owner	Separation of property Original owner
Protecting a wife's interests	Original owner	Original owner
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	Yes	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No
Property rights 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried Yes Yes
Inheritance rights	10	163
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized? 34. Are personal law courts recognized?	No No	No Yes
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	12	28
37. Of those, how many are women? 38. Is the Chief Justice a woman?	No	1 No
Efficiency of procedure	INU	INU
39. Is there a small claims court/fast track procedure?	No	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	10%
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education	V	
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Yes Yes	No Yes
Financial support and care	ics	103
45. Does the government provide a child allowance to parents?	Yes	No
46. Must employers provide leave to care for sick relatives?	Yes	No

	ICELAND			INDIA				
BUILDING CREDIT								
Credit agencies		01				0/		
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%	,		0	%		
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities No	Microfinance institutions N/A		Retailers No	Utilities No	Microfinance institutions Yes	
Discrimination		-						
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			I Status No	Gender No	
·		10	ivo			10	140	
GETTING A JOB			1				1	
Parental benefits 50 Door the law mandate the following types of lower	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 90	Yes 90	Yes 90		Yes 84	No N/A	No N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	49%	49%	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	N/A	N/A	
1 \ 77	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Y	es			N	i. lo		
58. Does the law mandate equal remaindation based on gender in hiring?		es				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			N	lo		
62. Are nursing mothers entitled to nursing breaks?	N	lo			Y	es		
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			58	58		
65. When can one retire and get partial benefits?	67	67			50	50		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	'es			\	es/es		
68. Can women and men do the same jobs?	١	'es			- 1	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		/es	Yes	No		Vo	Yes
70. Can women work in these occupations in the same way as men:	Mining	•	Construction	Other	Mining		Construction	Other
71. Can women work on these tasks in the same way as men:	Yes	Yes Heavy lifting	Yes Other	Yes	No Metalwork	No Heavy lifting	Yes Other	Yes
71. Can women work on these tasks in the same way as men.	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE	ies	103	, ,,,,		110		, 110	
Domestic violence								
		l-			V			
72. Is there domestic violence legislation?		lo				es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		es				/A		
74. Are there clear criminal penalties for domestic violence?	Physical	es Sexual	Emotional	Economic	Physical	es Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation cover the following addise. 76. Does domestic violence legislation protect family members?		INU	INU	IVU	162	162	163	163
77. Does domestic violence legislation protect former spouses?	N.	lo.			V	οc		
78. Does domestic violence legislation protect unmarried intimate partners?		lo				es es		
79. Do protection orders for domestic violence exist?	N	lo			Y	es		
	N	lo lo			Y	es es		
<u>'</u>	N N Yı	lo lo es			Y Y Y	es es es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	N N Yi Yi	lo lo			Y Y Y	es es		
<u>'</u>	N N Yı Yı	lo lo es			YY YY YY YY	es es es		
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N N Yı Yı	lo lo es es es lo	Criminal penalties		YY YY YY YY	es es es es es	Criminal penalties	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N N Y Y Y Y Legislation	lo l	penalties		Y Y Y Y Y Legislation	es es es es es es Civil remedies	penalties	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N N Yi Yi N	lo lo es es es lo			YY YY YY YY	es es es es es	Criminal penalties Yes Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N N N N N N N N N N N N N N N N N N N	lo l	penalties Yes		YY Y Y Y Y Y Legislation Yes Yes	es es es es Civil remedies Yes	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N N N N N N N N N N N N N N N N N N N	lo l	penalties Yes		YY YY YY YY YY Legislation Yes Yes	es es es es es es Civil remedies Yes Yes	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N N N N N N N N N N N N N N N N N N N	lo l	penalties Yes		YY Y Y Y Y Legislation Yes Yes Y N	es es es es es Civil remedies Yes Yes es es es	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N N N N N N N N N N N N N N N N N N N	lo l	penalties Yes		YY YY YY YY YY Legislation Yes Yes	es es es es es es es es es Yes Yes es	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	M M M M M M M M M M M M M M M M M M M	lo l	penalties Yes		Yes Yes Yes Yes Yes 21	es es es es es es Yes Yes es lo Girls	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	M M M M M M M M M M M M M M M M M M M	lo l	penalties Yes		Yes Yes Yes Yes A Boys 21	es es es es es es es es es Yes Yes es e	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	lo l	penalties Yes		Yes	es es es es es es es es es Yes Yes es e	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	lo l	penalties Yes		Yes	es e	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No.	lo l	penalties Yes		Yes	es e	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N N Y Y Y Y S N N N N N N N N N N N N N	lo l	penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes	es e	penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	M N N N N N N N N N N N N N N N N N N N	lo l	penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes Yes N N N N N	es e	penalties Yes	

	INDONESIA		IRAN, ISLAMIC REP.
REGION	East Asia & Pacific		Middle East & North Africa
INCOME GROUP		Lower middle incom	
FEMALE POPULATION		125,649,068	39,036,275
FEMALE LABOR FORCE PARTICIPATION		54%	18%
ACCESSING INSTITUTIONS			
Constitutional rights			
Does the constitution contain a clause on nondiscrimination?		25	No
2. If yes, does it mention gender?		25	N/A Yes
Does the constitution contain a clause on equality?			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Yes	Invalid Yes	Recognized Invalid No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	Yes No
Quotas			· · · · · · · · · · · · · · · · · · ·
6. What are the quotas for women on corporate boards?	No c	uota	No quota
7. What are the quotas for women in parliament?	No c		No quota
8. What are the quotas for women in local government?		uota	No quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?		0%	No quota No quota
Rights of married and unmarried women	Married	Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	No Yes No Yes
14. Can a woman travel outside ner nome in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes	Yes	No Yes No Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes	Yes Yes No Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No No
21. Can a woman be "head of household" in the same way as a man?	No	Yes	No Yes
Division of responsibility within marriage			
22. Do spouses have equal rights to convey citizenship?		25	No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?		0	Yes No
	IV.	10	INU
JSING PROPERTY Marital property regime			
25. What is the default marital property regime?	Partial (community of property	Separation of property
26. Who administers marital property?	E	Both must agree	Original owner
Protecting a wife's interests			
27. If the husband administers property, is spousal consent required for major transactions?		/A	N/A
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		25	No No
•	Married	Unmarried	Married Unmarried
Property rights 30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes Yes
Inheritance rights			
31. Do sons and daughters have equal inheritance rights?	N	lo	No
32. Do female and male surviving spouses have equal inheritance rights?	N	lo	No
GOING TO COURT			
Equality of access			
33. Are customary law courts recognized?		0	No
34. Are personal law courts recognized?		es	Yes
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es	No
Judicial representation 36. How many justices are on the constitutional court?		9	12
37. Of those, how many are women?		1	0
38. Is the Chief Justice a woman?	N	lo	No
Efficiency of procedure			
39. Is there a small claims court/fast track procedure?		0	No
40. If yes, what is the maximum amount (%GNI/capita)?	N	/A	N/A
PROVIDING INCENTIVES TO WORK			
Personal income tax 41. Are childcare payments tax deductible?	N.	0	No
нтине списсие раутель тах асавсилс:			
42. Are there tax deductions or credits specific to men/women?	Men Yes	Women No	Men Women No No
42. Are there tax deductions or credits specific to menywomen? Childcare and education	162	INU	140 140
43. Is childcare subsidized or publicly provided?	N	lo	Yes
44. Is primary education free and compulsory?		25	Yes
Financial support and care			
45. Does the government provide a child allowance to parents?		0	Yes
46. Must employers provide leave to care for sick relatives?	N	lo	No

	INDONESIA			IRAN, ISLAMIC REP.				
BUILDING CREDIT						,		
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	institutions Yes		Retailers No	Utilities No	institutions	
Discrimination			Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB			•				•	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	90	2	N/A		270	14	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	100%	N/A		67%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N.	lo			N	lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			N	0		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	55			55	60		
65. When can one retire and get partial benefits?	55	55			45	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?)	/es			Υ	'es		
68. Can women and men do the same jobs?)	/es			١	No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	,	Yes	Yes	No	١	Yes .	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	No	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			No			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	lo		
74. Are there clear criminal penalties for domestic violence?	Y	es			N	lo		
·	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Y	es			N	0		
77. Does domestic violence legislation protect former spouses?	N	lo			N	0		
78. Does domestic violence legislation protect unmarried intimate partners?	N	lo			N	lo		
79. Do protection orders for domestic violence exist?	Y	es			N	0		
80. Do protection orders for domestic violence remove the perpetrator from the home?		es				lo		
81. Do protection orders for domestic violence prohibit contact?		es				0		
82. Is there a specialized court/procedure for domestic violence?	Y	es			N	0		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		No	No	No	
84. Do the following exist concerning sexual harassment in employment:			1		No	No	No	
85. Is there legislation on sexual harassment in education?	No	No	INO			•		
•	No	No Io	No		N	lo		
86. Is there legislation on sexual harassment in public places?	No N		NO			lo lo		
	No N	lo lo	NO		N	lo		
86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No N	lo	NO					
Child and early marriage	No No No No Boys 21	lo Girls	NO		Boys 15	o Girls		
Child and early marriage 87. What is the legal age of marriage for:	No	lo Girls 21	i NO		Boys 15	Girls 13		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No No No No No Poss 21 Y Y	lo Girls 21	NO		Boys 15 Ye	Girls 13		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No No No No No Poss 21 Y Y	Girls 21	NO		Boys 15 Ye	Girls 13 es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No No No No No Roys 21 Y Y Y	Girls 21	NO		Boys 15 Ye	Girls 13 es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	No N	lo Girls 21 es es es	NO NO		Boys 15 Ye	Girls 13 es 10		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	No N	Girls 21 esses esses	. NO		Boys 15 Ye	13 13 15 10 10 10 10 10 10 10 10 10 10 10 10 10		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	No N	Girls 21 ees ees ees //A	NO NO		N Boys 15 Yi N N N Yi N N N N N N N N N N N N N N	13 13 15 10 10 10 10 10 10 10 10 10 10 10 10 10		

	IRAQ	IRELAND
REGION	Middle East & North Africa	High income: OECD
INCOME GROUP	Upper middle income	High income
FEMALE POPULATION	16,953,380	2,320,825
FEMALE LABOR FORCE PARTICIPATION	16%	63%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No N/A
Quotas	•	
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	25%	No quota
8. What are the quotas for women in local government?	25%	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	30%
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	No No	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	N/A N/A
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	No Yes	Yes Yes Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	No Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	No No Yes	Yes Yes N/A N/A
	INO : 162	N/A : N/A
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	No	Yes
23. Are wives required to obey their husbands?	Yes	No
24. Must spouses jointly financially maintain the family?	No	Yes
		1.0
USING PROPERTY		
Marital property regime 25. What is the default marital property regime?	Separation of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests	3	
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	Yes
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	No	Yes
32. Do female and male surviving spouses have equal inheritance rights?	No	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	Yes	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	9	11
37. Of those, how many are women?	0	3
38. Is the Chief Justice a woman?	No	Yes
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	No	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	6%
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	Yes No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	Yes
46. Must employers provide leave to care for sick relatives?	Yes	Yes

	IRAQ			IRELAND				
BUILDING CREDIT								
Credit agencies							_	
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			1	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
Discrimination	N/A Marita	N/A	N/A Gender		No	No	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Marital Status Gender No No			Status Yes	Gender Yes		
EETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	Yes	
51. How much of such leave is paid (days)?	72	N/A	N/A		182	N/A	0	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	N/A N/A	N/A N/A		35% 112	N/A N/A	N/A 126	
24. How much of such leave is unpaid (days):			IN/A				120	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 0	Father 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections		-			V			
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo				es es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		lo				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		25				es		
63. Are parents entitled to flexible/part-time schedules?		0				lo :		
Retirement & pensions 64. When can one retire and get full benefits?	Women 50	Men 55			Women 68	Men 68		
65. When can one retire and get run benefits?	50	55			68	68		
56. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		No			١	⁄es		
68. Can women and men do the same jobs?	l	No		Yes				
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduou
70. Can women work in these occupations in the same way as men:	No Mining	Factories	es Construction	No Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting No	Other Yes		Metalwork Yes	Heavy lifting Yes	Other Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	N	lo			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		lo				/A		
74. Are there clear criminal penalties for domestic violence?		0				lo		F
75. Does domestic violence legislation cover the following abuse:			1 1					Econom
76. Does domestic violence legislation cover the following abuse.	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	No
77. Does domestic violence legislation protect former spouses?	No	No	Emotional No	No No	Yes	No	Yes	No
	No N				Yes	•	•	No
	No No	No lo			Yes Y	No es	•	No
79. Do protection orders for domestic violence exist?	No No No	No lo lo lo			Yes Y	No es es es	•	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No No No N	No lo lo lo			Yes Yes Yes Yes	No es es es es	•	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No N	No lo lo lo lo			Yes Yes Yes Yes	No es es es es es es	•	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No N	No lo lo lo			Yes Yes Yes Yes	No es es es es	•	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	No N	No lo lo lo lo lo lo co	No		Yes Yes Yes Yes	No N	Yes	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No No No No No No No No Legislation Yes No	No to	No Criminal penalties		Yes Yes Yes Yes Yes Yes	No es	Yes Criminal penalties	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No No No No No No No Legislation Yes No	No O O O O O O O O O O O O O O O O O O O	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes	No es es es es es es es es ey es ey es ey	Yes Criminal penalties Yes	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No No No No No No No No Legislation Yes No	No 10 10 10 10 10 10 10 10 10 10 10 10 10	Criminal penalties Yes		Yes Yes Yes Yes Yes Yes Yes Yes Yes	No es es es es es es es es ey es	Yes Criminal penalties Yes	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	No No No No No No No Legislation Yes No	No O O O O O O O O O O O O O O O O O O O	Criminal penalties Yes		Yes	No es	Yes Criminal penalties Yes	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No No No No No No No No Legislation Yes No	No 10 10 10 10 10 10 10 10 10 10 10 10 10	Criminal penalties Yes		Yes	No es es es es es es es es ey es	Yes Criminal penalties Yes	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No No No No No No No Legislation Yes No No No No No Yes No No No Yes No	No to	Criminal penalties Yes		Yes	No es	Yes Criminal penalties Yes	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No No No No No Legislation Yes No No Py Boys 18	No 10 10 10 10 10 10 10 10 10 10 10 10 10	Criminal penalties Yes		Yes	No es	Yes Criminal penalties Yes	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 80. Is child marriage penalized? Marital rape	No No No No No No No Legislation Yes No No No Yes No No Yes No	No 10 10 10 10 10 10 10 10 10 10 10 10 10	Criminal penalties Yes		Yes	No es	Yes Criminal penalties Yes	No
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No No No No No No No No Legislation Yes No	No 10 10 10 10 10 10 10 10 10 10 10 10 10	Criminal penalties Yes		Yes	No es	Yes Criminal penalties Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	No No No No No No No No Legislation Yes No	No 10 10 10 10 10 10 10 10 10 10 10 10 10	Criminal penalties Yes		Yes	No es	Yes Criminal penalties Yes	No

	ICDAEL	ITALY
	ISRAEL	ITALY
REGION	High income: OECD	High income: OECD
INCOME GROUP	High income	High income
FEMALE POPULATION	4,144,558	31,520,325
FEMALE LABOR FORCE PARTICIPATION	67%	54%
ACCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	No	No
2. If yes, does it mention gender?	N/A	N/A
3. Does the constitution contain a clause on equality?	No	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A
Quotas 6. What are the quotas for women on corporate boards?	>0	33%
7. What are the quotas for women in parliament?	No quota	No quota
What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	33%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A
Division of responsibility within marriage	1971	1971
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Deferred community of property	Partial community of property
26. Who administers marital property?	Original owner	Both must agree
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No No	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	Yes	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation 36. How many justices are on the constitutional court?	15	15
37. Of those, how many are women?	4	3
38. Is the Chief Justice a woman?	Yes	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	26%	19%
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	No
41. Are chilocare payments tax deductible?		
42 Are there to deductions or credits and first and formary?	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No Yes	No No
Childcare and education 43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	Yes
46. Must employers provide leave to care for sick relatives?	Yes	Yes

	ISRAEL			ITALY				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	Yes	N/A		No	No	N/A	
Discrimination	Marita	Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	No	No		1	No	Yes	
GETTING A JOB			•				•	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	98	0	0		150	1	300	
52. Who pays for such leave?	Gov	N/A	N/A		Gov	Gov	Gov	
53. What % of wages are paid?	100%	N/A	N/A		80%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	3	365		0	0	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections						:		
57. Does the law mandate equal remuneration for work of equal value?	٧	es			Y	'es		
58. Does the law mandate equal remaineration hased on gender in hiring?		es				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				'es		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Y	'es		
63. Are parents entitled to flexible/part-time schedules?	N'	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62	67			66	66		
65. When can one retire and get partial benefits?	60	60			66	66		
66. What is the mandatory retirement age?	67	67			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?)	es/es			١	⁄es		
68. Can women and men do the same jobs?	1	No			١	/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in cresc types or jobs in the same way as men.	No		es	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
<u> </u>	V	pc			V	'oc		
73. If not are there aggregated populties for offences between species /family members?		es /A				es /^		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			N	/A		
	N, Ye	/A es	Fmotional	Fronomic	N Y	/A es	Fmotional	Fronomi
74. Are there clear criminal penalties for domestic violence?	N, Ye Physical	/A es Sexual	Emotional Yes	Economic Yes	N Y Physical	/A es Sexual	Emotional Yes	
74. Are there clear criminal penalties for domestic violence?75. Does domestic violence legislation cover the following abuse:	N, Ye Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	N Y Physical Yes	/A es Sexual Yes	Emotional Yes	Economi Yes
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N, Ye Physical Yes	/A es Sexual			Physical Yes	es Sexual Yes		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Ye Physical Yes N	Yes			Physical Yes Yes	/A es Sexual Yes		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Yo Physical Yes N Yo	/A es Sexual Yes es lo			Physical Yes Yes Yes	/A es Sexual Yes es es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N. Y. Y. Physical Yes Yes N Yes N Yes	/A es Sexual Yes es lo es			Physical Yes Yes Yes Yes	/A es Sexual Yes es es es		
74. Are there clear criminal penalties for domestic violence?	N, Yes Physical Yes N N Yes N Yes N Yes	/A ees Sexual Yes ees lo ees ees			Physical Yes Yi Yes Yi	/A es Sexual Yes es es es es es		
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N, Ye Physical Yes N N Ye Ye N Ye Ye Ye Ye	Yes es lo es			N Yes Physical Yes Yes Yes Yes	/A ees Sexual Yes es es es es es es es	Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N, Yes Physical Yes N N Yes N Yes N Yes Yes N Yes N Yes Yes	/A es Sexual Yes lo	Yes		N Yes Yes Yes Yes Yes Yes	/A es Sexual Yes es e	Yes	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N, Yi Physical Yes Yes N N Yi Yi Legislation	/A ess Sexual Yes es lo lo ese es es crivil remedies	Yes Criminal penalties		Physical Yes	/A es Sexual Yes es e	Yes Criminal penalties	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N, Yes Physical Yes Yes N Yes N Yes Legislation Yes	/A es Sexual Yes es Sexual Yes es Sexual Yes es Sexual Sexual Yes es Sexual Sexual Sexual Yes Yes Sexual Yes Yes Sexual Yes	Yes Criminal penalties Yes		Physical Yes	/A es Sexual Yes es es es es es Civil remedies Yes	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, Yes Physical Yes Yes N N Yes Yes Legislation Yes Yes	/A es Sexual Yes es Sexual Yes es Sexual Yes es Sexual Sex	Yes Criminal penalties		N Y Yes Yes Yes Legislation Yes Yes	/A es Sexual Yes es es es es es es es Yes Yes Yes Yes Yes Ye	Yes Criminal penalties	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	N, Ye Physical Yes	/A es Sexual Yes es lo	Yes Criminal penalties Yes		N Y Yes Yes Y Y Y Y Y YEsislation Yes Yes Y Yes Yes Yes	/A ees Sexual Yes es es ees ees ees ey ey Yes ey Yes ey ey Yes Yes Yes Yes	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N, Yes Physical Yes N N Yes	/A es Sexual Yes es lo	Yes Criminal penalties Yes		N Y Yes Yes N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A es Sexual Yes es es es es es es Yes es yes es es es es es es es lo Civil remedies Yes Yes lo lo	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N, Ye Physical Yes Yi N Yi Yi Yi Ye Ye Legislation Yes Yes Yes Yes N Boys	/A es Sexual Yes es lo	Yes Criminal penalties Yes		N Y Yes Yes Y Y Y Y Y Y YEs Ses Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A ees Sexual Yes es es es es es ey es ey yes es es es es es es fright //A //A //A //A //A //A //A //A //A /	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N, You Physical Yes You N N You You You Yes You You You You You You You Yes Yes Yes N N Boys 18	/A es Sexual Yes Sexual Yes Sexual Yes Sexual Yes Yes Yes Yes Sexual Girls 18	Yes Criminal penalties Yes		N Y Yes Yes Y Y Y Y Y Y Y Y Yes Legislation Yes Yes N Boys 18	/A ees Sexual Yes es e	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N, You Physical Yes	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Yes Criminal penalties Yes		N Y Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A ees Sexual Yes es es es es es ev es	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, You Physical Yes	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Yes Yes Yes Yes Yes Yes Yes 18 Ses	Yes Criminal penalties Yes		N Y Yes Y Y Yes Legislation Yes N S N S S N S N S N S N S N S N S N S	/A ees Sexual Yes es es es es er es	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N, You Physical Yes	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Yes Criminal penalties Yes		N Y Yes Y Y Yes Legislation Yes N S N S S N S N S N S N S N S N S N S	/A ees Sexual Yes es es es es es ev es	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N, You Physical Yes	/A es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties Yes		N Y Yes Y Y Yes Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A ees Sexual Yes es Civil remedies Yes Yes 18 18 es es es	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	N, You Physical Yes	/A es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties Yes		N Y Yes Yes N N N N N N N N N N N N N N N N N N N	/A es Sexual Yes es es es es es es es Civil remedies Yes Yes 18 es es es	Yes Criminal penalties No	
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N, Yes Physical Yes	/A es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties Yes		N Y Yes Yes N N N N N N N N N N N N N N N N N N N	/A ees Sexual Yes es Civil remedies Yes Yes 18 18 es es es	Yes Criminal penalties No	Economia Yes

	JAMAICA	JAPAN
REGION	Latin America & Caribbean	High income: OECD
INCOME GROUP	Upper middle income	High income
FEMALE POPULATION	1,381,405	65,306,963
FEMALE LABOR FORCE PARTICIPATION	62%	65%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A N/A	N/A N/A
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	Yes Yes
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Other
26. Who administers marital property?	Original owner	Both must agree
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	Yes	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	31	15
37. Of those, how many are women?	14	3
38. Is the Chief Justice a woman?	Yes	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	179%	15%
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	No
··	:	,
42. Are there tax deductions or credits specific to men/women?	Men Women No No	
· · · · · · · · · · · · · · · · · · ·	INU INU	No No
Childcare and education 43. Is childcare subsidized or publicly provided?	Voc	Voc
, ,,	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care 45. Does the government provide a child allowance to parents?	No	Yes

	JAMAICA			JAPAN					
BUILDING CREDIT									
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	%			
• • • • • • • • • • • • • • • • • • • •	B + 11		Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
Discrimination of the section of the	No	No	Yes		Yes	No	N/A		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			l Status No	Gender No		
GETTING A JOB		10	: 110			10	. 140		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	Yes		
51. How much of such leave is paid (days)?	56	N/A	N/A		98	N/A	309		
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	Gov		
53. What % of wages are paid?	100%	N/A	N/A		67%	N/A	Partially paid		
54. How much of such leave is unpaid (days)?	28	N/A	N/A		0	N/A	0		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0			
Workplace protections 57 Does the law mandate equal remuneration for work of equal value?		lo				lo			
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo lo				es es			
59. Is it prohibited for prospective employers to ask about family status?		vo Vo				lo			
60. Is dismissal of pregnant workers prohibited?		es es				es			
61. Are mothers guaranteed an equivalent position after maternity leave?		'es			N	lo			
62. Are nursing mothers entitled to nursing breaks?	N	√o			Y	es			
63. Are parents entitled to flexible/part-time schedules?	N	Vo			Y	es			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	65	65			65	65			
65. When can one retire and get partial benefits?	65	65			60	60			
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A			
Working hours and industry restrictions		100				/			
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		Yes No				/es Vo			
·						,			
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		nappropriate Yes	Arduous Yes	Hazardous Yes		appropriate /es	Arduous Yes	
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other	
	Yes	No	Yes	Yes	No	Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other		
	Yes	Yes	Yes		Yes	Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence									
72. Is there domestic violence legislation?	Y	es			V	es			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	Yes		N/A			CJ		
74. Are there clear criminal penalties for domestic violence?		/A				/A			
	N	I/A No			N				
75. Does domestic violence legislation cover the following abuse:	Physical	lo Sexual	Emotional	Economic	N N Physical	/A lo Sexual	Emotional	Economi	
	Physical Yes	Sexual No	Emotional Yes	Economic Yes	N Physical Yes	/A lo Sexual No	Emotional Yes	Economi No	
76. Does domestic violence legislation protect family members?	Physical Yes	Sexual No	+		Physical Yes	/A lo Sexual No es			
77. Does domestic violence legislation protect former spouses?	Physical Yes Yes	No Sexual No Yes	+		N Physical Yes Y	/A lo Sexual No es es			
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes Yes	No Sexual No Fes Fes Fes	+		Physical Yes Yes	/A lo Sexual No es es es			
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Yes Yes Yes	No Sexual No Yes Yes Yes Yes	+		N Physical Yes Y:	/A lo Sexual No es es es es es			
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes Yes Yes Yes	No Sexual No Fes Fes Fes	+		Physical Yes Yes Yes Yes Yes	/A lo Sexual No es es es			
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual No res res res res res res res	+		N Physical Yes Y. Y. Y. Y.	/A lo Sexual No es es es es es es es			
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes	No es	Yes		N Physical Yes Y Y Y Y	/A lo Sexual No es es es es es es es es Civil	Yes		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes	No es	Yes Criminal penalties		Physical Yes	/A lo Sexual No es es es es Civil remedies	Yes Criminal penalties		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical Yes	No Sexual No es es es es es es cr es cr es No	Yes Criminal penalties No		Physical Yes	/A lo Sexual No es es es es cy Civil remedies No	Yes Criminal penalties No		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes	No es	Yes Criminal penalties		No No	/A lo Sexual No es es es es Civil remedies	Yes Criminal penalties		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical Yes	No Sexual No No es es es cs cs cr cr cr cr cr cr cr c	Yes Criminal penalties No		No N	/A lo Sexual No es es es es es es No No No No No	Yes Criminal penalties No		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes	No Sexual No es es es es es es es No	Yes Criminal penalties No		No N	/A lo Sexual No es es es es es Civil remedies No No lo	Yes Criminal penalties No	Ro No	
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Physical Yes	No Sexual No Ses No Ses Ses Ses Ses Ses Ses No	Yes Criminal penalties No		No N	/A lo Sexual No es es es es es Viril remedies No No lo	Yes Criminal penalties No		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical Yes	No Sexual No es es es es es es es No	Yes Criminal penalties No		N Physical Yes	/A lo Sexual No es es es es es No	Yes Criminal penalties No		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes	No Sexual No es es es es es es No	Yes Criminal penalties No		N Physical Yes	/A lo Sexual No es es es es es No Civil remedies No No lo lo lo Girls 20 es	Yes Criminal penalties No		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Physical Yes	No Sexual No es es es es es es No	Yes Criminal penalties No		N Physical Yes	/A lo Sexual No es es es es es Vivil remedies No No lo lo lo Girls 20 es	Yes Criminal penalties No		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical Yes	No Sexual No No es es es ces ces ces ces cos Ro No No No No No No No No No	Yes Criminal penalties No		N Physical Yes	/A lo Sexual No es	Yes Criminal penalties No		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual No Ses	Yes Criminal penalties No		No N	/A lo Sexual No es es es es es Civil remedies No No lo lo lo Girls 20 ess es	Yes Criminal penalties No		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical Yes Yes Yes Yes Yes Yes Yes Yes	No Sexual No No es es es ces ces ces ces cos Ro No No No No No No No No No	Yes Criminal penalties No		No N	/A lo Sexual No es	Yes Criminal penalties No		

	JORDAN	KAZAKHSTAN
REGION	Middle East & North Africa	Europe & Central Asia
INCOME GROUP	Upper middle income	Upper middle income
FEMALE POPULATION	3,237,104	8,969,881
FEMALE LABOR FORCE PARTICIPATION	16%	75%
ACCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	No	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	10%	No quota
8. What are the quotas for women in local government?	25%	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	No No	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	No Yes No Yes	Yes Yes Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	No Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	No No	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	No Yes	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	No	Yes
23. Are wives required to obey their husbands?	Yes	No
24. Must spouses jointly financially maintain the family?	No	Yes
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Partial community of property
26. Who administers marital property?	Original owner	Both must agree
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
nheritance rights		
21. Do sons and daughters have equal inheritance rights?	No	Yes
22. Do female and male surviving spouses have equal inheritance rights?	No	Yes
OING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
84. Are personal law courts recognized?	Yes	No
55. Is a woman's testimony afforded equal weight to that of a man?	No	Yes
ludicial representation		
86. How many justices are on the constitutional court?	12	7
87. Of those, how many are women?	0	1
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure		
89. Is there a small claims court/fast track procedure?	No	Yes
IO. If yes, what is the maximum amount (%GNI/capita)?	N/A	51%
ROVIDING INCENTIVES TO WORK		
Personal income tax		
11. Are childcare payments tax deductible?	No	No
	;	;
O Arathura has deductives as endite associate to the control of th	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education	Ven	Vo-
(2) In abilidance authoritized as authorities, and (3) 42		Yes
	Yes	Vo-
44. Is primary education free and compulsory?	Yes	Yes
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?		Yes Yes

	JORDAN		KAZAKHSTAN					
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	52	5%			C	%		
• • • • • • • • • • • • • • • • • • • •	B + 1		Microfinance		D 1 11		Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions		Retailers	Utilities No	institutions	
Disavinsination		-	No		No	1	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			I Status No	Gender No	
GETTING A JOB			: 110					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	Yes	
51. How much of such leave is paid (days)?	70	N/A	N/A		126	N/A	0	
52. Who pays for such leave?	Gov	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	1039	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 0	Father 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections	14/71				14/1			
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N.	: lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		lo				'es		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		es es				'es 'es		
63. Are parents entitled to flexible/part-time schedules?		lo				'es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			63	63		
65. When can one retire and get partial benefits?	50	50			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		No			١	/es		
·								
68. Can women and men do the same jobs?		No .				No		
Ţ	Hazardous	No Morally in	appropriate	Arduous	Hazardous	No Morally in	appropriate	
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men:		No Morally in	nappropriate Yes Construction	Arduous Yes Other		No Morally in	appropriate Yes Construction	Arduous No Other
68. Can women and men do the same jobs?	Hazardous Yes	No Morally in	Yes	Yes	Hazardous No Mining No	Morally in Factories No	Yes Construction No	No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men:	Hazardous Yes Mining No Metalwork	Morally in Factories No Heavy lifting	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally in Morally in Factories No Heavy lifting	Construction No Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Hazardous Yes Mining No	Morally in Factories	Yes Construction Yes	Yes Other	Hazardous No Mining No	Morally in Factories No	Yes Construction No	Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Hazardous Yes Mining No Metalwork	Morally in Factories No Heavy lifting	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally in Morally in Factories No Heavy lifting	Construction No Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Hazardous Yes Mining No Metalwork No	Morally in Factories No Heavy lifting	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork	Morally in Factories No Heavy lifting	Construction No Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Hazardous Yes Mining No Metalwork No	Morally in Factories No Heavy lifting No	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork No	Morally in Factories No Heavy lifting No	Construction No Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Hazardous Yes Mining No Metalwork No	Morally in Factories No Heavy lifting No	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork No	Morally in Factories No Heavy lifting No	Construction No Other	No Other
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Hazardous Yes Mining No Metalwork No	Morally in Factories No Heavy lifting No	Yes Construction Yes Other	Yes Other	Hazardous No Mining No Metalwork No	Morally in Factories No Heavy lifting No	Construction No Other	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Hazardous Yes Mining No Metalwork No	Morally in Factories No Heavy lifting No	Yes Construction Yes Other No	Yes Other No	Hazardous No Mining No Metalwork No	Morally in Factories No Heavy lifting No	Construction No Other No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Hazardous Yes Mining No Metalwork No Y No Physical No Y	Morally in No Factories No Heavy lifting No Sexual No	Yes Construction Yes Other No	Yes Other No	Hazardous No Mining No Metalwork No Y Physical Yes	Morally in Factories No Heavy lifting No Sexual Yes	Construction No Other No No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Hazardous Yes Mining No Metalwork No Y No Physical No Y	Morally in No Factories No Heavy lifting No Sexual No es	Yes Construction Yes Other No	Yes Other No	Hazardous No Mining No Metalwork No Y Physical Yes Y Y	Morally in Factories No Heavy lifting No Sexual Yes es es	Construction No Other No No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Hazardous Yes Mining No Metalwork No Y No Physical No Y No No Metalwork No	Morally in Factories No Heavy lifting No Sexual No Sexual No Sexual No Sexual No	Yes Construction Yes Other No	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Yes	Morally in Factories No Heavy lifting No Sexual Yes es es	Construction No Other No No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Hazardous Yes Mining No Metalwork No Y No Physical No Y N N Y N N N Y N N N N N N N N N N	Morally in Factories No Heavy lifting No Sexual No Sexual No ses Sexual No sex S	Yes Construction Yes Other No	Yes Other No	Hazardous No Mining No Metalwork No Y N Physical Yes Y Y Y	Morally in Factories No Heavy lifting No Sexual Yes es es es	Construction No Other No No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Hazardous Yes Mining No Metalwork No Y No Physical No Y N N N N N N N N N N N N N N N N N	Morally in Factories No Heavy lifting No Sexual No es lo lo lo es lo lo lo lo es lo	Yes Construction Yes Other No	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Y	Morally in Factories No Heavy lifting No Sexual Yes es es es es es es es es e	Construction No Other No No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Hazardous Yes Mining No Metalwork No Y No Physical No Y N N Y N N Y N N N N N N N N N N N	Morally in Factories No Heavy lifting No Sexual No Sexual No ses Sexual No sex S	Yes Construction Yes Other No	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Morally in Factories No Heavy lifting No Sexual Yes es es es	Construction No Other No No Emotional	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Hazardous Yes Mining No Metalwork No Y No Physical No Y N N Y N N Y N N N N N N N N N N N	Morally in Factories No Heavy lifting No Sexual No es lo lo lo es Civil	Yes Construction Yes Other No Emotional No Criminal	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Morally in Factories No Heavy lifting No Sexual Yes es es es color Civil	Construction No Other No Emotional Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Hazardous Yes Mining No Metalwork No Y N Physical No Y N Legislation	Morally in Factories No Heavy lifting No Sexual No Sexua	Yes Construction Yes Other No Emotional No Criminal penalties	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Legislation	Morally in Factories No Heavy lifting No Sexual Yes es es color Civil remedies	Construction No Other No Emotional Yes Criminal penalties	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Hazardous Yes Mining No Metalwork No Physical No Y N Y N Y Y Y Y Y Y Y	Morally in Factories No Heavy lifting No Sexual No es lo lo lo es Civil	Yes Construction Yes Other No Emotional No Criminal	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Y Y Y Y	Morally in Factories No Heavy lifting No Sexual Yes es es es color Civil	Construction No Other No Emotional Yes	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Hazardous Yes Mining No Metalwork No Y No Physical No Y N Legislation Yes No	Morally in No Factories No Heavy lifting No Sexual No ess lo	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Legislation No No	Morally in Factories No Heavy lifting No Sexual Yes es es es colores Civil remedies No No No No No No No No No N	Construction No Other No Emotional Yes Criminal penalties No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Hazardous Yes Mining No Metalwork No Y No Physical No Y N Legislation Yes No	Morally in Factories No Heavy lifting No Sexual No ess lo lo lo ess ess Civil remedies No	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Legislation No No	Morally in Factories No Heavy lifting No Sexual Yes es es es co Civil remedies No No	Construction No Other No Emotional Yes Criminal penalties No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Hazardous Yes Mining No Metalwork No Y No Physical No Y No Legislation Yes No	Morally in No Factories No Heavy lifting No Sexual No es Io	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Legislation No No Boys	Morally in Factories No Heavy lifting No Sexual Yes es es es colores Civil remedies No No Girls	Construction No Other No Emotional Yes Criminal penalties No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Hazardous Yes Mining No Metalwork No Physical No Physical No Y Legislation Yes No	Morally in No Factories No Heavy lifting No Sexual No es Ido	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Y Legislation No No Boys 18	Morally in Factories No Heavy lifting No Sexual Yes es es es es es in Civil remedies No No lo Girls 18	Construction No Other No Emotional Yes Criminal penalties No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Hazardous Yes Mining No Metalwork No Physical No Y Legislation Yes No Boys 18	Morally in No Factories No Heavy lifting No Sexual No Sexual No Io Sexual No Io Sexual No Io I	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Legislation No No Boys 18	No Morally in Factories No Heavy lifting No Sexual Yes es es es es es No Civil remedies No No In the series No No In the series No No In the series Res Res Res Res Res Res Res	Construction No Other No Emotional Yes Criminal penalties No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Hazardous Yes Mining No Metalwork No Physical No Physical No Y Legislation Yes No No Post of the physical No Y Legislation Yes No No No No No No No No No No	Morally in No Factories No Heavy lifting No Sexual No es Ido	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Yes Y Y Legislation No No Boys 18	Morally in Factories No Heavy lifting No Sexual Yes es es es es es in Civil remedies No No lo Girls 18	Construction No Other No Emotional Yes Criminal penalties No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Hazardous Yes Mining No Metalwork No Physical No Physical No Y Legislation Yes No No Post of the physical No Y Legislation Yes No No No No No No No No No No	Morally in Factories No Heavy lifting No Sexual No Sexua	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Yes Y Y Legislation No No Boys 18	Morally in Factories No Heavy lifting No Sexual Yes es es cos cos cos cos cos cos	Construction No Other No Emotional Yes Criminal penalties No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Hazardous Yes Mining No Metalwork No Physical No Physical No Y Legislation Yes No Boys 18	Morally in Factories No Heavy lifting No Sexual No Sexua	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Legislation No No Boys 18	Morally in Factories No Heavy lifting No Sexual Yes es es cos cos cos cos cos cos	Construction No Other No Emotional Yes Criminal penalties No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 99. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Hazardous Yes Mining No Metalwork No Physical No Physical No Y Legislation Yes No Boys 18 Y N	Morally in Factories No Heavy lifting No Sexual No es lo lo lo es lo	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes Y Y Y Legislation No No Boys 18 Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Morally in Factories No Heavy lifting No Sexual Yes es es es No Civil remedies No No Is Is Is Is Is Is Is Is Is I	Construction No Other No Emotional Yes Criminal penalties No	No Other No
68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Hazardous Yes Mining No Metalwork No Physical No Physical No Y Legislation Yes No Boys 18 Y N N N N N N N N N N N N	Morally in Factories No Heavy lifting No Sexual No Sexua	Yes Construction Yes Other No Emotional No Criminal penalties Yes	Yes Other No	Hazardous No Mining No Metalwork No Physical Yes	Morally in Factories No Heavy lifting No Sexual Yes es es es co Civil remedies No No Girls 18 es es es do do do do do do do do do d	Construction No Other No Emotional Yes Criminal penalties No	No Other No

	MENNA	VODEA DED
DECION	KENYA	KOREA, REP.
REGION	Sub-Saharan Africa	High income: OECD
INCOME GROUP FEMALE POPULATION	Lower middle income 22,824,526	High income 25,355,149
FEMALE LABOR FORCE PARTICIPATION	63%	25,555,149
	0.70	30 /0
ACCESSING INSTITUTIONS		
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	33%	No quota
8. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?	No quota	No quota 50%
10. What are the quotas for women on candidate lists for local government?	No quota	50%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes N/A N/A	Yes Yes N/A N/A
Division of responsibility within marriage	1971	1971
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Partial community of property	Other
26. Who administers marital property?	Both must agree	Both must agree
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	Yes	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	No	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	Yes	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation 36. How many justices are on the constitutional court?	7	9
37. Of those, how many are women?	2	1
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	43%	67%
PROVIDING INCENTIVES TO WORK		
Personal income tax	N.	V
41. Are childcare payments tax deductible?	No :	Yes
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education 43. Is childcare subsidized or publicly provided?	Yes	Yes
43. Is criticate substitized or publicity provided? 44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	Yes
46. Must employers provide leave to care for sick relatives?	No	Yes

		KENYA			KOREA, REP.			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0'	%		
		!	Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions		Retailers No	Utilities Yes	institutions N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			No	No	
GETTING A JOB			•					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	90	14	N/A		90	3	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	2	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Y	es			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Y€	es		
62. Are nursing mothers entitled to nursing breaks?	N	lo				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Ye	es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	60		
65. When can one retire and get partial benefits?	50	50			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	/es			Y	⁄es		
68. Can women and men do the same jobs?		No			N	Vo		
60 Can woman work in those types of jobs in the								
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate Yes	Arduous Yes	Hazardous No		appropriate /es	Arduous Yes
69. Can women work in these types of jobs in the same way as men: 70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	es Construction	Yes Other	No Mining	Factories	res Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	Yes	No Mining No	Factories Yes	/es Construction Yes	Yes
	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	No Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes	Factories Yes	Construction Yes	Yes Other	No Mining No	Factories Yes	/es Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men:	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	No Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes Mining Yes Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	No Mining No Metalwork	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting	/es Construction Yes Other	Yes Other	No Mining No Metalwork	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	No Mining No Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	No Mining No Metalwork Yes	Factories Yes Heavy lifting Yes Yes	/es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other	Yes Other	No Mining No Metalwork Yes	Factories Yes Heavy lifting Yes Yes	/es Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	/es Construction Yes Other Yes	Yes Other No	No Mining No Metalwork Yes	Factories Yes Heavy lifting Yes Heavy lifting Yes	/es Construction Yes Other Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes	res Construction Yes Other Yes Emotional	Yes Other No	No Mining No Metalwork Yes Yes Yes Physical Yes	Factories Yes Heavy lifting Yes Heavy lifting Yes Sexual	Construction Yes Other Yes Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No	res Construction Yes Other Yes Emotional	Yes Other No	No Mining No Metalwork Yes Yes Ye N, Ye Physical Yes Yes	Factories Yes Heavy lifting Yes Ves Sexual No es No	Construction Yes Other Yes Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo Sexual No lo lo lo	res Construction Yes Other Yes Emotional	Yes Other No	No Mining No Metalwork Yes Yes Yes Physical Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Sexual No es es es	Construction Yes Other Yes Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Yes Heavy lifting Yes lo lo lo lo sexual lo lo lo lo	res Construction Yes Other Yes Emotional	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Physical Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Ses Sexual No es Ses Ses Ses Ses Ses	Construction Yes Other Yes Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Yes Heavy lifting Yes lo lo lo lo Sexual No lo lo lo lo lo	res Construction Yes Other Yes Emotional	Yes Other No	No Mining No Metalwork Yes Yes Ye N, Ye Physical Yes Ye	Factories Yes Heavy lifting Yes Ses Sexual No es es es es es es es	Construction Yes Other Yes Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes loo loo Sexual No loo loo loo loo loo loo loo loo loo	res Construction Yes Other Yes Emotional	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Ses No es Sexual No es es es es es es	Construction Yes Other Yes Yes Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo lo lo Sexual No lo lo lo lo lo lo lo lo	res Construction Yes Other Yes Emotional No	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es es es es es es es es es	es Construction Yes Other Yes Yes Emotional Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes loo loo Sexual No loo loo loo loo loo loo loo loo loo	Construction Yes Other Yes Emotional No Criminal	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Yes Sexual No es es es es es es Civil	Construction Yes Other Yes Emotional Yes Criminal	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es es es es es es es es es	es Construction Yes Other Yes Yes Emotional Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Mining Yes Metalwork Yes Physical No No Legislation	Factories Yes Heavy lifting Yes lo	res Construction Yes Other Yes Emotional No Criminal penalties	Yes Other No	No Mining No Metalwork Yes Yes Yes Physical Yes Ye Ye Ye Ye Ye Ye Ye Ye Ye Legislation	Factories Yes Heavy lifting Yes Yes Sexual No es	Construction Yes Other Yes Emotional Yes Criminal penalties	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Mining Yes Metalwork Yes No Physical No No Legislation Yes Yes	Factories Yes Yes Heavy lifting Yes lo lo lo lo Sexual lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Sexual No es Civil remedies No	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Mining Yes Metalwork Yes No Physical No No Legislation Yes Yes	Factories Yes Heavy lifting Yes lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Sexual No ces es es es es es No	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Mining Yes Metalwork Yes No Physical No No Legislation Yes Yes	Factories Yes Heavy lifting Yes lo l	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Sexual No ces es es es es es No	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Yes Mining Yes Metalwork Yes No Physical No No Legislation Yes Yes	Factories Yes Yes Heavy lifting Yes loo lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Sexual No es Civil remedies No No lo	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Mining Yes Metalwork Yes Metalwork Yes No Physical No Legislation Yes Yes Yes Boys 18	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Yes Sexual No es Sexual No es No o lo	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Mining Yes Metalwork Yes Metalwork Yes No Physical No No Legislation Yes	Factories Yes Heavy lifting Yes lo lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Yes Sexual No es	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Yes Mining Yes Metalwork Yes Metalwork Yes No Physical No No Legislation Yes	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Yes Sexual No es	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Yes Mining Yes Metalwork Yes Metalwork Yes Physical No No Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes loo loo loo loo loo loo loo loo loo lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Sexual No es Sexual No es Sexual Iremedies No No Ido Ido Ido Ido Ido Ido Ido Ido Ido Id	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Mining Yes Metalwork Yes Metalwork Yes No Physical No No Legislation Yes Yes Yes Yes Yes Yes Yes No No No No No No No No No N	Factories Yes Yes Heavy lifting Yes loo loo loo loo loo loo loo loo loo lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Ses es es es Heavy lifting Yes Sexual No Girls 19 es es es es es es	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Mining Yes Metalwork Yes Physical No No Legislation Yes Yes Yes Yes Yes Yes Yes No No No No No No No No No N	Factories Yes Yes Heavy lifting Yes loo loo loo loo loo loo loo loo loo lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Sexual No es Ses es e	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Mining Yes Metalwork Yes No Physical No No Legislation Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes loo loo loo loo loo loo loo loo loo lo	res Construction Yes Other Yes Emotional No Criminal penalties Yes	Yes Other No	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual No es Ses es es es Heavy lifting Yes Sexual No Girls 19 es es es es es	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Yes Other Yes

KOSOVO Europe & Central Asia Lower middle income	KUWAIT Middle East & North Africa High income
·	
Lower middle income	High income
	1,400,030
	45%
Yes	Yes
Yes	Yes
Yes	Yes
Recognized Invalid	Recognized Invalid
No N/A	No N/A
No N/A	Yes Yes
No quota	No quota
30%	No quota
30%	No quota
No quota	No quota
No quota	No quota
Married Unmarried	Married Unmarried
Yes Yes	Yes Yes
Yes Yes	Yes Yes
Yes Yes	Yes Yes
	No Yes
	No Yes Yes Yes
	Yes Yes Yes Yes
	Yes Yes
Yes Yes	No Yes
Yes Yes	No No
N/A N/A	N/A N/A
Yes	No
No	No
Yes	No
Partial community of property	Separation of property
Both must agree	Original owner
N/A	N/A
No	No
Yes	No
Married Unmarried	Married Unmarried
Yes Yes	Yes Yes
Yes	No
Yes	No
No	No
	Yes
	No No
162	INU
g	5
	0
	No
	110
Yes	Yes
	41%
.5%	
No	No
:	
Men Women	Men Women
No No	No No
Yes	Yes
Yes	Yes
Yes	Yes
	Yes Yes Recognized Invalid No N/A No N/A No quota 30% 30% 30% No quota No quota Married Unmarried Yes Yes N/A N/A No Yes Yes Yes No Yes No Yes No No No No No No No Yes Yes Yes Yes Yes Yes Yes No No No No No No No No No No

	KOSOVO			KUWAIT				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	Yes		Yes	No	No	
Discrimination	Marita	Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:	1	No	Yes		N	lo	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	No	
51. How much of such leave is paid (days)?	270	2	3		70	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	Emp	Emp		Emp	N/A	N/A	
53. What % of wages are paid?	63%	100%	100%		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	90	14	0		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Ye	es			N	0		
58. Does the law mandate nondiscrimination based on gender in hiring?	Ye	es			N	0		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	0		
60. Is dismissal of pregnant workers prohibited?	Ye				N			
61. Are mothers guaranteed an equivalent position after maternity leave?	Ye				N			
62. Are nursing mothers entitled to nursing breaks?	N					2S		
63. Are parents entitled to flexible/part-time schedules?	N	0			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			N/A	N/A		
65. When can one retire and get partial benefits?	65	65			N/A	N/A		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		'es				lo		
68. Can women and men do the same jobs?	Y	'es			١	lo .		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	١	/es	Yes	No	١	lo	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		No	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	25			N	0		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			N	0		
74. Are there clear criminal penalties for domestic violence?	N	lo			N	0		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?	Ye	es			N	0		
77. Does domestic violence legislation protect former spouses?	Yr	es			N	0		
78. Does domestic violence legislation protect unmarried intimate partners?		2S			N			
79. Do protection orders for domestic violence exist?		es			N			
80. Do protection orders for domestic violence remove the perpetrator from the home?	Ye				N			
81. Do protection orders for domestic violence prohibit contact?		es			N			
82. Is there a specialized court/procedure for domestic violence?					N			
Sexual harassment		es Chall	Cini				Criminal	
83. To protect against sexual harassment, do the following exist:	Legislation	Civil	Criminal penalties		Legislation	Civil remedies		
, y		Civil remedies	penalties		Legislation Yes	Civil remedies No	penalties Yes	
84. Do the following exist concerning sexual harassment in employment:	Legislation	Civil				remedies	penalties	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes	Civil remedies Yes Yes	penalties Yes		Yes	remedies No No	penalties Yes	
85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	Civil remedies Yes Yes Yes	penalties Yes		Yes No	remedies No No	penalties Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes Yes N	Civil remedies Yes Yes Yes O	penalties Yes		Yes No No	No No O O	penalties Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes	Civil remedies Yes Yes Yes	penalties Yes		Yes No	remedies No No	penalties Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes Yes Yes N Boys 18	Civil remedies Yes Yes Yes O Girls	penalties Yes		Yes No No No	No No O Girls 15	penalties Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes Yes N Boys 18	Civil remedies Yes Yes Ses O Girls 18	penalties Yes		Yes No	No No O Girls 15	penalties Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes Yes Yes N Boys 18	Civil remedies Yes Yes Yes O Girls 18	penalties Yes		Yes No	No No O O Girls 15 O	penalties Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes Yes Yes N Boys 18	Civil remedies Yes Yes Yes O Girls 18	penalties Yes		Yes No	No No O O Girls 15 O	penalties Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes Yes N Boys 18	Civil remedies Yes Yes Ses O Girls 18 Ses Ses	penalties Yes		Yes No	No No O O O O O O O O O O O O O O O O O	penalties Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes Yes N N Boys 18 Ye	Civil remedies Yes Yes Yes Ses Solo Girls 18 Ses Ses Ses Ses Solo	penalties Yes		Yes No	No No O O O O O O O O O O O O O O O O O	penalties Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes Yes N Boys 18 Yi	remedies Yes Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	penalties Yes		Yes No	remedies No No O O O Girls 15 O 285 O O 285	penalties Yes	

	KYRGYZ REPUBLIC		LAO PDR		
REGION	Europe & Central Asia		East Asia & Pacific		
INCOME GROUP		Lower mic	ddle income		Lower middle income
FEMALE POPULATION		2,95	6,715		3,460,737
FEMALE LABOR FORCE PARTICIPATION		60	0%		80%
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	Yes Yes			No N/A	
3. Does the constitution contain a clause on equality?	Yes			v/A Yes	
	Recognized Invalid		Recognized		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A
Quotas					
6. What are the quotas for women on corporate boards?		luota			quota
7. What are the quotas for women in parliament?	No c				quota
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?	No quota 30%			quota	
10. What are the quotas for women on candidate lists for local government?	No quota			quota	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		 Van	 V
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?19. Can a woman choose where to live in the same way as a man?	Yes	Yes Yes		Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		Yes	Yes
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship? 23. Are wives required to obey their husbands?		es Io			Yes No
24. Must spouses jointly financially maintain the family?		es			vo Yes
JSING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Partial (community of	property		Other
26. Who administers marital property?	E	Both must agre	ee e		Both must agree
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?		/A lo			N/A
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		es			No Yes
Property rights	Married	Unmarried			Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes
Inheritance rights					
31. Do sons and daughters have equal inheritance rights?	Y	es		,	/es
32. Do female and male surviving spouses have equal inheritance rights?	Y	es		,	Yes
GOING TO COURT					
Equality of access					
33. Are customary law courts recognized?		es			No.
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?		lo es			No Yes
Judicial representation	11				
36. How many justices are on the constitutional court?	1	1			N/A
37. Of those, how many are women?	!	5			N/A
38. Is the Chief Justice a woman?	N	lo		1	N/A
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?		lo /A			No N/A
40. If yes, what is the maximum amount (%GNI/capita)?	N	А			N/M
PROVIDING INCENTIVES TO WORK Personal income tax				_	
41. Are childcare payments tax deductible?	N	lo			No
	Men	Women		Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No		Yes	No
Childcare and education					
43. Is childcare subsidized or publicly provided?	Y	es			No
44. Is primary education free and compulsory?	Y	es		,	⁄es
44. 15 primary education nee and compaisory.				_	
Financial support and care 45. Does the government provide a child allowance to parents?		es			⁄es

	KYRGYZ REPUBLIC		LAO PDR					
UILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	09	%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		No	No	No	
Discrimination 19. Is discrimination in access to credit prohibited based on:	Marital	Status lo	Gender Yes		Marital	Status No	Gender No	
·	IN IN	10	res		ľ	NO	INU	
ETTING A JOB			:				1	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes 0	Yes 0		Yes	Yes	No N/A	
51. How much of such leave is paid (days)? 52. Who pays for such leave?	126 Emp & Gov	N/A	N/A		105 Emp	3 Emp	N/A N/A	
53. What % of wages are paid?	19%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	5	1039		0	0	N/A	
	Mother	Father			Mother	Father	,	
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
66. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Norkplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	0			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	0			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	Ye	<u>?</u> S			N	lo		
50. Is dismissal of pregnant workers prohibited?	Ye					es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Ye					lo		
52. Are nursing mothers entitled to nursing breaks?	Ye					es		
53. Are parents entitled to flexible/part-time schedules?	Ye	<u>?</u> S			N	0		
Retirement & pensions	Women	Men			Women	Men		
54. When can one retire and get full benefits?	58	63			55	60		
55. When can one retire and get partial benefits?	58 N/A	63			55	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	V				\ \	/a-a		
67. Can women and men work the same night hours? 58. Can women and men do the same jobs?		es Io				'es 'es		
<u> </u>								
59. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduo
	No		es Construction	No	Yes Mining		res	Yes
70. Can women work in these occupations in the same way as men:	Mining No	Factories No	No	Other No	Yes	Yes	Construction Yes	Othe Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		110		Heavy lifting		103
,	No	No	No		Yes	Yes	Yes	
ROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
	Ye	nc						
/2. Is there domestic violence legislation?					1/			
73. If not, are there aggravated penalties for offenses between spouses/family members?					Ye			
7.4 Are there clear criminal populties for demostic violence?	N/	/A			N,	/A		
74. Are there clear criminal penalties for domestic violence?	N/	/A 0	Emotional	Fronomic	N, Ye	/A es	Emotional	Fronci
·	N/ N/ Physical	YA O Sexual	Emotional Yes	Economic	N, Ye Physical	/A es Sexual	Emotional Yes	
75. Does domestic violence legislation cover the following abuse:	N/ N/ Physical Yes	'A o Sexual Yes	Emotional Yes	Economic No	N, Ye Physical Yes	/A es Sexual No	Emotional Yes	Econo i Yes
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N/ N/ Physical	Yes	V/	NI.	Physical Yes	/A es Sexual	V/	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N/ N/ Physical Yes	YA 0 Sexual Yes 25	V/	NI.	N, Yi Physical Yes Yi	Sexual No	V/	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N/ N/ Physical Yes Yes	YA O Sexual Yes O O Sexual	V/	NI.	N, Yi Physical Yes Yi N	VA es Sexual No es lo	V/	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N/ Ni Physical Yes Ye Ni Ye	Sexual Yes 95 90 925 925	V/	NI.	N, Yo Physical Yes Yo N	/A es Sexual No es lo	V/	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N/N	Yes Sexual Yes Ses O Ses	V/	NI.	N. Y. Physical Yes Vin N. N. Y.	Sexual No es lo lo lo ess ess ess	V/	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N/N	Yes Sexual Yes Ses So Ses	Yes	NI.	N. Y. Physical Yes Vin N. N. Y.	No Sexual No Ses Ido	Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N/N	/A 0 0 Sexual Yes 25 0 0 25 5 25 5 25 Civil	Yes	NI.	N. Y. Physical Yes Vin N. N. Y.	/A ess Sexual No ess lo lo lo ess ess ess ess ess civil	Yes	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	N/N	VA 0 0 Sexual Yes 25 0 0 25 25 25 25 Civil remedies	Yes Criminal penalties	NI.	N, Yi Physical Yes Yi N N Yi Yi Legislation	No Sexual No Sex	Yes Criminal penalties	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect unmarried intimate partners? 99. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist:	N/N	/A 0 0 Sexual Yes 25 0 0 25 5 25 5 25 Civil	Yes	NI.	N, Yi Physical Yes Yo N N Yi Yi Yi Yi Yi Yi Yi	/A ess Sexual No ess lo lo lo ess ess ess ess ess civil	Yes	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect unmarried intimate partners? 99. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 85. Exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N/N	/A 0 0 Sexual Yes 25 5 5 5 5 5 5 Civil remedies Yes Yes	Yes Criminal penalties No	NI.	N, Yi Physical Yes Yes N N Yi Yi Yi Yi Legislation Yes No	VA 25 Sexual No 26 No 26 No 27	Yes Criminal penalties Yes	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect unmarried intimate partners? 99. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 85. Exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	N/N	/A O Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties No	NI.	N, You Physical Yes You N N N N N You Legislation NO N N	/A 25 Sexual No 25 No 26 No 26 No 27 No 27 No 27 No 27 No 27 No 27 No	Yes Criminal penalties Yes	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N/N Ni Physical Yes Yes Ni Yes Yee Yee Yee Yee Yee Yee Yee Yes No Ni	/A O Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties No	NI.	N, You Physical Yes You N N N N N You Legislation NO N N	/A Sexual No No No No Sexual No Sexual No Sexual No No No No No Sexual No Sexual No Sexual No No No No No No Sexual No Sexual No Sexual No	Yes Criminal penalties Yes	\/
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence remove the perpetrator from the home? 79. Do protection orders for domestic violence prohibit contact? 79. Lo protection orders for domestic violence prohibit contact? 79. Lo be protection orders for domestic violence? 79. Lo be the a specialized court/procedure for domestic violence? 79. Lo be the following exist concerning sexual harassment in employment: 79. Lo be following exist concerning sexual harassment in employment: 79. Lo be following exist concerning sexual harassment in employment: 79. Lo be following exist concerning sexual harassment in employment: 79. Lo be following exist concerning sexual harassment in employment: 79. Lo be following exist concerning sexual harassment in employment: 79. Lo be following exist concerning sexual harassment in employment: 79. Lo be following exist concerning sexual harassment in employment: 79. Lo be following exist concerning sexual harassment in employment: 79. Lo be following exist concerning sexual harassment in employment:	N/N	/A	Yes Criminal penalties No	NI.	N, Yi Physical Yes Yes N N Yi Yi Yi Yi Legislation Yes No N	/A 25	Yes Criminal penalties Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect furmer spouses? 79. Doe protection orders for domestic violence exist? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence remove the perpetrator from the home? 79. Legislation orders for domestic violence prohibit contact? 79. Legislation orders for domestic violence? 79. Legislation on sexual harassment, do the following exist: 79. Legislation on sexual harassment in employment: 79. Legislation on sexual harassment in education? 79. Legislation on sexual harassment in public places? 79. Child and early marriage 70. What is the legal age of marriage for:	N/N	/A O Sexual Yes Ses O O O O Girls 18	Yes Criminal penalties No	NI.	N, You Physical Yes Yes You N N You You You Legislation Yes No N N N N N N N N N N N N N N N N N N	/A 25 Sexual No 25 No 25 No 26	Yes Criminal penalties Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect unmarried intimate partners? 99. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions?	N/N NH Physical Yes Yes NH Yes Ye Yee Yee Yee Yee Yee Yes Legislation Yes Yes NH NH Boys 18	/A	Yes Criminal penalties No	NI.	N, You Physical Yes Yes You N N You You You Legislation Yes No N N N N N N N N N N N N N N N N N N	/A 25	Yes Criminal penalties Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect furmer spouses? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence remove the perpetrator from the home? 79. Do protection orders for domestic violence prohibit contact? 79. Lo protection orders for domestic violence prohibit contact? 79. Lo protection orders for domestic violence prohibit contact? 79. Lo protection orders for domestic violence prohibit contact? 79. Lo protection orders for domestic violence? 79. Lo protect against sexual harassment, do the following exist: 79. Lo protect against sexual harassment, do the following exist: 79. Lo protect against sexual harassment in employment: 79. Lo protect against sexual harassment in education? 79. Lo protect against sexual harassment in public places? 70. What is the legal age of marriage for: 70. What is the legal age of marriage for: 71. What is the legal age of marriage for: 72. Lo protect against sexual harassment in public places? 73. What is the legal age of marriage for: 74. So protect against sexual harassment in employment:	N/N NH Physical Yes Yes NH Yes Ye Ye Ye Yes Yes Yes NH	/A 0	Yes Criminal penalties No	NI.	N, Yi Physical Yes Yi N N Yi Yi Yi Yi Yi Legislation Yes No N N Boys 18	/A 25	Yes Criminal penalties Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 88. Does domestic violence legislation protect former spouses? 89. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage 88. Are there exceptions? 89. Is child marriage void or prohibited? 80. Is child marriage penalized?	N/N N/N Physical Yes Yes N/N Yee Yee Yee Yee Yee Yee Yes A N N N N N N N N N N N N N N N N N N	/A 0	Yes Criminal penalties No	NI.	N, Yi Physical Yes Yi N N Yi Yi Yi Yi Yi Legislation Yes No N N Boys 18	/A 25	Yes Criminal penalties Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. Is there a specialized court/procedure for domestic violence? 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage 88. Are there exceptions? 89. Is child marriage void or prohibited? 80. Is child marriage explicitly criminalized?	N/N N/N Physical Yes Yes N/N Yee Yee Yee Yee Yee Yee Yes A N N N N N N N N N N N N N N N N N N	/A	Yes Criminal penalties No	NI.	N, Yi Physical Yes Yi N N N Yi Yi Yi Yi Legislation Yes No N N N N N N N N N N N N N N N N N N	/A 25	Yes Criminal penalties Yes	\/
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marrital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	N/N N/N Physical Yes Yes N/N Yee Yee Yee Yee Yee Yee Yes N/N N N Boys 18 Yee Yee	/A	Yes Criminal penalties No	NI.	N, Yes Physical Yes N, N, N, Yes N, Yes Yes No N, N	/A 25	Yes Criminal penalties Yes	Yes

	LATVIA	LEBANON
REGION	Europe & Central Asia	Middle East & North Africa
INCOME GROUP	High income	Upper middle income
FEMALE POPULATION	1,080,003	2,220,844
FEMALE LABOR FORCE PARTICIPATION	73%	26%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	No	N/A
3. Does the constitution contain a clause on equality?	Yes	Yes
A Landau Caralla Caral	Recognized Invalid	Recognized Invalid
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A No N/A	No N/A Yes No
	NO NYA	ies ivo
Quotas 6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
B. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
13. Can a woman travel outside the country. In the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes Yes	Yes Yes No No
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	No
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Other	Separation of property
26. Who administers marital property?	Both must agree	Original owner
Protecting a wife's interests	N/A	N. /A
17. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	N/A No	N/A No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
nheritance rights		
81. Do sons and daughters have equal inheritance rights?	Yes	No
32. Do female and male surviving spouses have equal inheritance rights?	Yes	No
OING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	Yes
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	7	10
37. Of those, how many are women?	3	0
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure	Ver	V
89. Is there a small claims court/fast track procedure?	Yes 18%	Yes 665%
10. If yes, what is the maximum amount (%GNI/capita)?	10 /0	00370
ROVIDING INCENTIVES TO WORK		
Personal income tax 11. Are childcare payments tax deductible?	No	No
ттис стоене раутель ал асавсавле:	·	·
1) Are there tay deductions or credits exacilie to man humans?	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education 13. Is childcare subsidized or publicly provided?	Yes	Yes
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Yes	Yes
	10	103
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	No

	LATVIA			LEBANON				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
Discrimination	No	No	No		No	No	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender Yes			I Status No	Gender No	
GETTING A JOB		10	103			10	140	
	Mataraitu	Datamitu	Darantal		Maternity	Datamitu	Darantal	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	112	10	547.5		70	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	Gov		Emp	N/A	N/A	
53. What % of wages are paid?	80%	80%	Partially paid		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	0		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the:	N/A 0	N/A 0			N/A N/A	N/A N/A		
	U	. 0			N/A	: N/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	V	es			N	: lo		
58. Does the law mandate equal remandation for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo es				lo		
59. Is it prohibited for prospective employers to ask about family status?		es				lo		
60. Is dismissal of pregnant workers prohibited?		es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				lo		
62. Are nursing mothers entitled to nursing breaks?		es				lo In		
63. Are parents entitled to flexible/part-time schedules?		es				lo :		
Retirement & pensions 64. When can one retire and get full benefits?	Women 65	Men 65			Women 64	Men 64		
65. When can one retire and get partial benefits?	65	65			60	60		
66. What is the mandatory retirement age?	N/A	N/A			64	64		
Working hours and industry restrictions						•		
67. Can women and men work the same night hours?)	/es			١	/es		
68. Can women and men do the same jobs?)	/es				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		/es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining No	Factories Yes	Construction Yes	Other No
71. Can women work on these tasks in the same way as men:		Heavy lifting		162		Heavy lifting		INU
· · · · · · · · · · · · · · · · · · ·	Yes	Yes	Yes		No	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72 Is there domestic violence legislation?	Y	Ές			Y	'es		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?		es /A				es /A		
 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 	N	es /A Io			N	es /A es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A	Emotional	Economic	N	/A	Emotional	Economic
 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 	N N Physical Yes	/A lo Sexual Yes	Emotional Yes	Economic Yes	Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes
 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 	N N Physical Yes	/A lo Sexual Yes			Physical Yes	es Sexual Yes		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N N Physical Yes	/A lo Sexual Yes es			Physical Yes Y	/A es Sexual Yes es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N Physical Yes Yi	/A lo Sexual Yes es es			Physical Yes Yes	/A es Sexual Yes es lo		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N Physical Yes Yes Yes	/A lo Sexual Yes es es es es			Physical Yes Yes N N N N Y Yes	/A ses ses ses ses ses ses ses ses ses se		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N Physical Yes Yes Yes Yes	/A lo Sexual Yes es es			Physical Yes Y N Yes Y N Y Y Y Y Y	/A es Sexual Yes es lo		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es es es es es es es es es	Yes		Physical Yes Yes Yes Yes Yes	y/A es Sexual Yes es lo lo lo es ses es ses	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es e	Yes		Physical Yes Yes Yes Yes Yes	/A ees Sexual Yes es lo lo lo ees ees ecs Civil	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N Physical Yes	/A lo Sexual Yes es es es es Civil remedies	Yes Criminal penalties		Physical Yes Yes Yes Y N Y Y Y Y Legislation	/A es Sexual Yes es Io	Yes Criminal penalties	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N Physical Yes Yes Yes Yes Yes Yes Yes	/A lo Sexual Yes es e	Yes		Physical Yes Yes Yes Yes Yes	/A ees Sexual Yes es lo lo lo ees ees ecs Civil	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es es es es es es es Yes Yes lo Ves Yes lo lo Ves Yes lo lo Sexual Yes Albana Yes Yes Yes lo lo Sexual Yes Sexual Yes Yes No Sexual Yes No Sexual Yes Yes Yes Yes No Sexual Yes Yes Yes Yes No Sexual Yes	Yes Criminal penalties No		Physical Yes Yes Y N Y Y Y Y Y Y Legislation No	/A es Sexual Yes es lo	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es es es es es es Yes Yes Yes Yes	Yes Criminal penalties No		Physical Yes Yes Y N Y Y Y Y Y Y Legislation No	/A es Sexual Yes es lo lo lo es es es es No No	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es e	Yes Criminal penalties No		Physical Yes Yes Y N Y Y Y Y Y Y Legislation No	/A ees Sexual Yes es lo lo lo ees ees ev Civil remedies No No No	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es es es es es es Yes Yes lo lo Girls 18	Yes Criminal penalties No		Physical Yes	/A es Sexual Yes es Io	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es e	Yes Criminal penalties No		Physical Yes	/A es Sexual Yes es Io	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es es es es es Yes lo lo lo Girls 18 es es	Yes Criminal penalties No		Physical Yes	/A es Sexual Yes es Io	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es e	Yes Criminal penalties No		Physical Yes	/A es Sexual Yes es Io	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es es es es es Yes lo lo lo Girls 18 es es	Yes Criminal penalties No		Physical Yes Yes Yes N N Y Y Y Y Legislation No No No Boys	/A es Sexual Yes es Io	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence prohibit contact? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es e	Yes Criminal penalties No		Physical Yes Yes Yes N N Y Y Y Legislation No No No No No No No No No	/A ees Sexual Yes es lo lo lo ees ees ev Viii remedies No No lo	Yes Criminal penalties No	Yes Yes
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	N N N N N N N N N N N N N N N N N N N	/A lo Sexual Yes es e	Yes Criminal penalties No		No N	/A ees Sexual Yes es lo lo lo ees ees ev Civil remedies No No lo	Yes Criminal penalties No	

	LESOTHO	LIBERIA
REGION	Sub-Saharan Africa	Sub-Saharan Africa
INCOME GROUP	Lower middle income	Low income
FEMALE POPULATION	1,060,985	2,181,703
FEMALE LABOR FORCE PARTICIPATION	60%	60%
ACCESSING INSTITUTIONS	5575	00%
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	Yes Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas	No mucho	No mode
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No quota 33%	No quota No quota
9. What are the quotas for women on candidate lists for parliament?	50%	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	 Voc. Voc.	Yes Yes
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	No	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime 25. What is the default marital property regime?	Partial community of property	Separation of property
26. Who administers marital property?	Both must agree	Original owner
Protecting a wife's interests		3
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights	W.	Mr.
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	No Yes	Yes Yes
	ies	ies
GOING TO COURT		
Equality of access 33. Are customary law courts recognized?	Yes	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	N/A	5
37. Of those, how many are women?	N/A	2
38. Is the Chief Justice a woman?	N/A	No
Efficiency of procedure	Ves	N:
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Yes 74%	No N/A
	1 H /U	IV/A
PROVIDING INCENTIVES TO WORK Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	No	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	No	No

		LESOTHO			LIBERIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	N	/A			N	/A		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		N/A	N/A	N/A	
Discrimination	Marita	Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No		1	No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	84	N/A	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	N/A N/A	N/A N/A		100%	N/A N/A	N/A N/A	
34. How much of such leave is unpaid (days):			IN/A				IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	,	,,,,			14/7			
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	Y	es			N	lo		
58. Does the law mandate equal remandation based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo		
62. Are nursing mothers entitled to nursing breaks?		es				lo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	70	70			60	60		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	70 N/A	70 N/A			50 N/A	50 N/A		
	IN/A	IN/A			IN/A	IN/A		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	'es			\	⁄es		
68. Can women and men do the same jobs?		Vo				es es		
· · · · · · · · · · · · · · · · · · ·				A I		,		Autom
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		appropriate /es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
70. Can women work in these occupations in the same way as men.	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
,			Yes		Yes	V/		
·	Yes	Yes	103		103	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE		Yes	. 10		ics	Yes	Yes	
<u> </u>		Yes	: 10		, its	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes Io				lo	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes				N	•	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes N	lo			N N	lo	Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes N	lo lo	Emotional	Economic	N N	lo lo	Yes	Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes N Physical No	lo lo Sexual		Economic No	No	lo lo lo Sexual		Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes N Physical No	lo lo Sexual No lo	Emotional		No N	lo lo Sexual No	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes N Physical No	lo lo Sexual No lo	Emotional		No No	lo lo Sexual No lo	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes N Physical No N	lo lo Sexual No lo	Emotional		No No N	lo lo lo Sexual No lo	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes No No No No No No No No No N	lo lo lo Sexual No lo	Emotional		No N	lo lo lo Sexual No lo	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes No Physical No No No No No No No No No N	Sexual No lo	Emotional		Physical No	Sexual No lo lo lo lo lo	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes No Physical No No No No No No No No No N	lo lo lo Sexual No lo	Emotional		Physical No	lo lo lo Sexual No lo	Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes No Physical No No No No No No No No No N	No lo	Emotional No		Physical No	Sexual No lo	Emotional No Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes No Physical No N N N N N N N N N Legislation	No lo	Emotional No		No Physical No	No lo	Emotional No Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes No Physical No N N Legislation Yes	No lo	Emotional No Criminal penalties No		Physical No	Sexual No lo	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes No Physical No N N N Legislation Yes Yes	No lo	Emotional No		Physical No No No Legislation No	Sexual No lo	Emotional No Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes No Physical No N N N N Legislation Yes Yes	No lo	Emotional No Criminal penalties No		Physical No	Sexual No lo	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect married intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Yes No Physical No N N N Legislation Yes Yes	No lo	Emotional No Criminal penalties No		Physical No	Sexual No lo	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes No Physical No N N N N Legislation Yes Yes	No N	Emotional No Criminal penalties No		Physical No	Sexual No lo	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect married intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Yes No Physical No No No No No No No No No N	lo lo lo Sexual No lo	Emotional No Criminal penalties No		Physical No Physical No No No No No Legislation No No No No No No Physical No	Sexual No lo	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes No Physical No No No No No No No No No N	Sexual No lo	Emotional No Criminal penalties No		No N	lo l	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes No Physical No	lo l	Emotional No Criminal penalties No		No Physical No No No No Legislation No	lo l	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Yes No Physical No No No No No No No No No N	No No No No No No No No	Emotional No Criminal penalties No		No N	No lo	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No Physical No N N N N Legislation Yes Yes Yes Yes Yes	lo l	Emotional No Criminal penalties No		No N	lo l	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes No Physical No N N N N N N Legislation Yes Yes Yes N N N N N N N N N N N N N	No lo	Emotional No Criminal penalties No		Physical No	No lo	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No Physical No N N N N N N N N N N N N	lo l	Emotional No Criminal penalties No		No Physical No	lo l	Emotional No Criminal penalties No	Economic No

	LITHIAANA	LUVEMBOURG
DECION	LITHUANIA	LUXEMBOURG
REGION INCOME COOLID	Europe & Central Asia	High income: OECD
INCOME GROUP	High income	High income
FEMALE POPULATION FEMALE LABOR FORCE PARTICIPATION	1,581,028	279,181
	7 1 76	02 /6
ACCESSING INSTITUTIONS		
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	No	No
2. If yes, does it mention gender?	N/A	N/A
Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		·
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime	Destini access with a face and a	Dantiel annuary to of a seconds.
25. What is the default marital property regime? 26. Who administers marital property?	Partial community of property Both must agree	Partial community of property Both must agree
	both must agree	both must agree
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	Yes	Yes
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	9	9
37. Of those, how many are women?	2 No.	3
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	Yes 13%	Yes 18%
	1370	1070
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	Yes
2	:	
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
·	INU INU	INU INU
Childcare and education 43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	Yes

		LITHUANIA				LUXEMBOURG			
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			N	/A			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions		
	Yes	Yes	Yes		N/A	N/A	N/A		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender Yes			Status No	Gender Yes		
·		VO	res		ľ	NO	res		
GETTING A JOB									
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	Yes	Yes		
51. How much of such leave is paid (days)? 52. Who pays for such leave?	126 Gov	30 Gov	309 Gov		112 Gov	2 	180 Gov		
53. What % of wages are paid?	100%	100%	100%		100%	Emp 100%	Partially paid		
54. How much of such leave is unpaid (days)?	0	0	365		0	0	0		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?	Υ	es			Ye	es			
58. Does the law mandate nondiscrimination based on gender in hiring?		lo			N				
59. Is it prohibited for prospective employers to ask about family status?	, n	lo			N	lo			
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es			
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es			
62. Are nursing mothers entitled to nursing breaks?		es				es			
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	lo			
Retirement & pensions	Women	Men			Women	Men			
64. When can one retire and get full benefits?	65	65			65	65			
65. When can one retire and get partial benefits?	60	60			65	65			
66. What is the mandatory retirement age?	N/A	N/A			65	65			
Working hours and industry restrictions		,				,			
67. Can women and men work the same night hours?		/es				'es 'es			
68. Can women and men do the same jobs?		es :							
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous	
	Yes Mining	Factories	Yes Construction	Yes	Yes Mining		es Construction	Yes Other	
				Other	Milling	ractories	CONSTRUCTION	Other	
70. Can women work in these occupations in the same way as men:		•			Yes	Yes	Yes	Yes	
	Yes	Yes	Yes	Yes	Yes Metalwork	Yes Heavy lifting	Yes Other	Yes	
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Yes	•	Yes			Yes Heavy lifting Yes		Yes	
71. Can women work on these tasks in the same way as men:	Yes Metalwork	Yes Heavy lifting	Yes Other		Metalwork	Heavy lifting	Other	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Yes Metalwork	Yes Heavy lifting	Yes Other		Metalwork	Heavy lifting	Other	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Metalwork Yes	Heavy lifting Yes	Other	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other		Metalwork Yes	Heavy lifting Yes	Other	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Metalwork Yes Yes	Yes Heavy lifting Yes es /A	Yes Other		Metalwork Yes Yes	Heavy lifting Yes	Other	Yes	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes es /A	Yes Other Yes	Yes	Metalwork Yes Yes	Yes Yes Yes A Yes	Other Yes		
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Metalwork Yes Yes N Physical	Yes Heavy lifting Yes es /A lo Sexual	Yes Other Yes Emotional	Yes	Metalwork Yes Yes Yes N, Yes	Yes Yes AA Sexual	Other Yes Emotional	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Metalwork Yes Yes Yes Physical Yes	Yes Heavy lifting Yes es /A lo Sexual Yes	Yes Other Yes	Yes	Metalwork Yes Yes Yes Yes N, Yes Physical Yes	Yes Yes AA Sexual Yes	Other Yes		
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Metalwork Yes Yes N Physical Yes Yes	Yes Heavy lifting Yes es /A lo Sexual	Yes Other Yes Emotional	Yes	Metalwork Yes Yes Yes Yes N, Yes Physical Yes	Yes Pes Pes Pes Pes Pes Pes Pes	Other Yes Emotional	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Metalwork Yes Yes N Physical Yes Yes	Yes Heavy lifting Yes es /A lo Sexual Yes es	Yes Other Yes Emotional	Yes	Metalwork Yes Yes Yes N, N, Yes Physical Yes	Yes Pes Yes Yes Yes Sexual Yes Pes Yes	Other Yes Emotional	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Metalwork Yes Yes N Physical Yes Yes	Yes Heavy lifting Yes es /A lo Sexual Yes es es	Yes Other Yes Emotional	Yes	Metalwork Yes Yes You Note the property of t	Yes Pes Yes Yes Yes Sexual Yes Pes Yes	Other Yes Emotional	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Metalwork Yes Yes N Physical Yes Yes Yes	Yes Heavy lifting Yes Yes Sexual Yes Yes Yes	Yes Other Yes Emotional	Yes	Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Yes Sexual Yes Sexual Yes Sexual	Other Yes Emotional	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes Yes Sexual Yes es es es es es	Yes Other Yes Emotional	Yes	Metalwork Yes Yes Yes N. Yes Physical Yes Yes Yes Yes Yes	Yes Yes Sexual Yes Sexuel Yes Sexuel Yes Yes	Other Yes Emotional	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes es /A lo Sexual Yes es es es es es es es es	Yes Other Yes Emotional Yes	Yes	Metalwork Yes Yes Yes N, Physical Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Other Yes Emotional Yes	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes es /A lo Sexual Yes es e	Yes Other Yes Emotional Yes Criminal	Yes	Metalwork Yes Yes Yes N, Physical Yes Yes Yes Yes Yes Yes Yes	Yes Yes Sexual Yes Sexual Yes Ses Civil	Other Yes Emotional Yes Criminal	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Legislation	Yes Heavy lifting Yes es //A lo Sexual Yes es es es es es es civil remedies	Yes Other Yes Emotional Yes Criminal penalties	Yes	Metalwork Yes Yes N, N, Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes Yes Sexual Yes Ses Ses Civil remedies	Other Yes Emotional Yes Criminal penalties	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Yes Heavy lifting Yes es /A lo Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Yes Sexual Yes Sexual Yes Ses Civil	Other Yes Emotional Yes Criminal	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Metalwork Yes Yes N Physical Yes Y Y Y Legislation Yes Yes	Yes Heavy lifting Yes es /A lo Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties	Yes	Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes Sexual Yes Sexual Yes Sexual Yes Sexual Yes Sexual Yes	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Metalwork Yes Yes N Physical Yes Y Y Y Legislation Yes Yes	Yes Heavy lifting Yes es /A lo Sexual Yes es es es es es es es No No	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes Sexual Yes Sexual Yes Sexual Yes Yes Yes Yes Yes	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Legislation Yes Yes	Yes Heavy lifting Yes es /A lo Sexual Yes es es es es es es No No	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes N, N, Yes Physical Yes Yes Yes Yes Yes Yes Yes Legislation Yes Yes N	Yes Sexual Yes Sexual Yes Sexual Yes Sexual Yes Yes Yes Yes Yes	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Legislation Yes Yes	Yes Heavy lifting Yes es /A lo Sexual Yes es es es es es es No No lo lo lo	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes Yes N, N, Yes Physical Yes Yes Yes Yes Yes Yes Legislation Yes Yes N, N	Yes Sexual Yes Sexual Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Legislation Yes Yes N Boys 18	Yes Heavy lifting Yes es /A lo Sexual Yes es es es es es No No lo Girls	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes Yes N, N, Yes Physical Yes Yes Yes Yes Yes N, Yes Legislation Yes No No Boys 18	Yes Sexual Yes Sexual Yes Ses Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 18	Yes Heavy lifting Yes es /A lo Sexual Yes es es es es es es lo	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes N, N, Physical Yes Yes Yes Yes N, N, No	Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 18	Yes Heavy lifting Yes es /A lo Sexual Yes es es es es es es lo Civil remedies No No lo lo Girls 18	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes N, N, Physical Yes Yes Yes Yes N, N, No	Heavy lifting Yes Sexual Yes Sexual Yes Ses Civil remedies Yes Yes 18	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Y Legislation Yes Yes N Boys 18	Yes Heavy lifting Yes es /A lo Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes N, N, Physical Yes Yes Yes Yes N,	Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 18	Yes Heavy lifting Yes es /A lo Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes Yes No N	Heavy lifting Yes Sexual Yes Sexual Yes Ses Yes Yes Yes Yes Yes Yes	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N N N N N N N N N N N N N	Yes Heavy lifting Yes es //A lo Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes Yes N, Physical Yes Yes Yes Yes Yes Yes No Legislation Yes Yes No No Boys 18 Yes Yes Yes No	Heavy lifting Yes Yes Sexual Yes Sexual Yes Ses Yes Yes Yes Yes Yes Yes	Other Yes Emotional Yes Criminal penalties No	Economic	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Metalwork Yes Yes N Physical Yes Y Y Y Y Y Legislation Yes Yes N Boys 18 Y N N N N N N N N N N N N	Yes Heavy lifting Yes es /A lo Sexual Yes es e	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes	Metalwork Yes Yes Yes N, N, Yes Physical Yes Yes Yes Yes Yes N, Yes Legislation Yes Yes N, N	Heavy lifting Yes Sexual Yes Sexual Yes Ses Yes Yes Yes Yes Yes Yes	Other Yes Emotional Yes Criminal penalties No	Economic	

		MACEDONIA. FY	/R MADAGASCAR
REGION		Europe & Central Asia	
INCOME GROUP		Upper middle income	
FEMALE POPULATION		1,052,739	11,822,431
FEMALE LABOR FORCE PARTICIPATION		51%	88%
ACCESSING INSTITUTIONS			
Constitutional rights			
Does the constitution contain a clause on nondiscrimination?		es	Yes
If yes, does it mention gender? Does the constitution contain a clause on equality?		es es	Yes Yes
5. Does the constitution contain a clause on equality:	Recognized	Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No N/A
Quotas			
6. What are the quotas for women on corporate boards?	No c	uota	No quota
7. What are the quotas for women in parliament?		uota	No quota
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		uota !%	No quota No quota
10. What are the quotas for women on candidate lists for local government?		3%	No quota
Rights of married and unmarried women	Married	Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes
14. Can a woman get a job in the same way as a man?	Yes	Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No Yes
Division of responsibility within marriage			
22. Do spouses have equal rights to convey citizenship?		es	No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	N V	25	No Yes
USING PROPERTY		=3	162
Marital property regime			
25. What is the default marital property regime?	Partial (community of property	Partial community of property
26. Who administers marital property?	E	Both must agree	Both must agree
Protecting a wife's interests			
27. If the husband administers property, is spousal consent required for major transactions?		/A	N/A
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	N	25	No Yes
,	Married	Unmarried	Married Unmarried
Property rights 30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes Yes
Inheritance rights			· · · · · · · · · · · · · · · · · · ·
31. Do sons and daughters have equal inheritance rights?	Y	25	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Y	25	Yes
GOING TO COURT			
Equality of access			
33. Are customary law courts recognized?	١		No
34. Are personal law courts recognized?		0	No
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es	Yes
Judicial representation 36. How many justices are on the constitutional court?		9	9
37. Of those, how many are women?		1	4
38. Is the Chief Justice a woman?		es	No
Efficiency of procedure			
39. Is there a small claims court/fast track procedure?		es	No
40. If yes, what is the maximum amount (%GNI/capita)?	74	1%	N/A
PROVIDING INCENTIVES TO WORK			
Personal income tax 41. Are childcare payments tax deductible?	N	0	No
эттие списсие раутель тах осоосиле:			
42. Are there tax deductions or credits specific to men/women?	Men No	Women No	Men Women No No
42. Are there tax deductions or credits specific to menywomen? Childcare and education	INO	INU	IVU IVU
43. Is childcare subsidized or publicly provided?	Y	25	No
44. Is primary education free and compulsory?		25	Yes
Financial support and care			
45. Does the government provide a child allowance to parents?		es	No
46. Must employers provide leave to care for sick relatives?	N	0	Yes

		MACEDONIA, FYR			MADAGASCAR			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	C)%			N	/A		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance		Retailers	Utilities	Microfinance	
40. Do the following provide information to elegit agencies.	No	Yes	institutions Yes		N/A	N/A	institutions N/A	
Discrimination		l Status	Gender			: I Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No			Vo	No	
ETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	No	No	
51. How much of such leave is paid (days)?	270	N/A	0		98	N/A	N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Gov 100%	N/A N/A	N/A N/A		Emp & Gov 100%	N/A N/A	N/A N/A	
54. How much of such leave is unpaid (days)?	0	N/A N/A	90		0	N/A	N/A	
5-1. How much of such leave is anjuna (adjs).	Mother	Father	: 50		Mother	Father	: 11//1	
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	1	Vo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		/es				lo		
59. Is it prohibited for prospective employers to ask about family status?		Vo /				lo		
60. Is dismissal of pregnant workers prohibited?		/es Vo				es Io		
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks?		vo /es				es		
63. Are parents entitled to flexible/part-time schedules?		Vo				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62	64			55	60		
55. When can one retire and get partial benefits?	62	64			55	60		
66. What is the mandatory retirement age?	64	64			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Yes				/es		
68. Can women and men do the same jobs?		No		:		No ·		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous	-	appropriate	Arduou
70. Can women work in these occupations in the same way as men:	Yes Mining	Factories	Yes Construction	Yes Other	No Mining		lo Construction	No Other
70. Can women work in these occupations in the same way as men.	No	No	No	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting) Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	/es			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		I/A				/A		
74. Are there clear criminal penalties for domestic violence?		es Savual	Emotional	Francomic		es Sexual	Emotional	Econom
75. Does domestic violence legislation cover the following abuse:	Physical Yes	Sexual Yes	Emotional Yes	Economic Yes	Physical Yes	No	Emotional No	No
76. Does domestic violence legislation protect family members?		/es	103	103		es	. 110	140
77. Does domestic violence legislation protect former spouses?		/es				lo		
78. Does domestic violence legislation protect unmarried intimate partners?	Υ	/es			N	lo		
79. Do protection orders for domestic violence exist?		/es				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?		/es				lo		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?		/es /es				lo lo		
oz. is there a specialized courty procedure for domestic violence:		Civil	Criminal			Civil	Criminal	
Sexual harassment	Legislation	remedies	penalties		Legislation	remedies	penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes	Yes Vo	No		Yes	Yes Io	Yes	
86. Is there legislation on sexual harassment in public places?		Vo				lo		
Child and early marriage	Boys	Girls			Boys	Girls	 	
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?		/es				es		
89. Is child marriage void or prohibited?		/es				lo		
90. Is child marriage penalized?	Y	/es			N	lo		
Marital rape								
91. Is marital rape explicitly criminalized?		/es				lo		
92. If not, can a wife or partner file a complaint?		I/A				es		
93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?		Vo Vo				lo lo		
or, are rape perpenators exempt if they many the victim:	ľ	10			1	10		

REGION INCOME GROUP FEMALE POPULATION FEMALE LABOR FORCE PARTICIPATION ACCESSING INSTITUTIONS Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas Outline Temperature (Provision of the provision of the provisi	MALAWI Sub-Saharan Africa Low income 8,389,623 85% Yes Yes Yes Yes Yes Yes Yes No N/A	MALAYSIA East Asia & Pacific Upper middle income 15,527,460 47% Yes Yes Yes Yes Yes Yes Yes Ye
INCOME GROUP FEMALE POPULATION FEMALE LABOR FORCE PARTICIPATION ACCESSING INSTITUTIONS Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	Low income 8,389,623 85% Yes Yes Yes Yes Yes Yes Yes Yes Yes Ye	Upper middle income 15,527,460 47% Yes Yes Yes Yes Recognized Invalid
FEMALE POPULATION FEMALE LABOR FORCE PARTICIPATION ACCESSING INSTITUTIONS Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	8,389,623 85% Yes Yes Yes Yes Yes Yes Yes Recognized Invalid Yes Yes	15,527,460 47% Yes Yes Yes Yes Invalid
FEMALE LABOR FORCE PARTICIPATION ACCESSING INSTITUTIONS Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? S. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	Yes Yes Yes Yes Yes Yes Yes Recognized Invalid Yes Yes	Yes Yes Yes Yes Recognized Invalid
ACCESSING INSTITUTIONS Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	Yes Yes Yes Recognized Invalid Yes Yes	Yes Yes Yes Recognized Invalid
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	Yes Yes Recognized Invalid Yes Yes	Yes Yes Recognized Invalid
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	Yes Yes Recognized Invalid Yes Yes	Yes Yes Recognized Invalid
1. Does the constitution contain a clause on nondiscrimination? 2. If yes, does it mention gender? 3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	Yes Yes Recognized Invalid Yes Yes	Yes Yes Recognized Invalid
3. Does the constitution contain a clause on equality? 4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	Yes Recognized Invalid Yes Yes	Yes Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	Recognized Invalid Yes Yes	Recognized Invalid
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas	Yes Yes	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? Quotas		Voc No
Quotas	No N/A	Yes No
-		Yes No
6. What are the guetar for women on corporate heards?		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	No Yes N/A N/A	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	N/A N/A Yes Yes	Yes Yes Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	No Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes Yes	No Yes No No
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage	ight ight	1971
22. Do spouses have equal rights to convey citizenship?	No	No
23. Are wives required to obey their husbands?	No	Yes
24. Must spouses jointly financially maintain the family?	Yes	No
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	No
32. Do female and male surviving spouses have equal inheritance rights?	Yes	No
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	Yes
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	21	N/A
37. Of those, how many are women?	4	N/A
38. Is the Chief Justice a woman?	No	N/A
Efficiency of procedure	Vor	Voc
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	5%	15%
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	No
41. Ме синосате раутненть сах иеиистине:		·
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	Yes No
Childcare and education	N.	
43. Is childcare subsidized or publicly provided?	No	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care 45 Does the government provide a child allowages to parents?	No	No
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	No No	No No

	MALAWI			MALAYSIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%		
			Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		Yes	Yes	No	
Discrimination	Marita	l Status	Gender		Marita	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No		1	Vo	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	56	N/A	N/A		60	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	Y	'es			N	i. lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		No.				lo		
59. Is it prohibited for prospective employers to ask about family status?		No.				lo		
60. Is dismissal of pregnant workers prohibited?	Y	'es			Y	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	'es			N	lo		
62. Are nursing mothers entitled to nursing breaks?	1	Vo.			N	lo		
63. Are parents entitled to flexible/part-time schedules?	1	No.			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	50	50			60	60		
65. When can one retire and get partial benefits?	50	50			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	,	Yes			١	⁄es		
68. Can women and men do the same jobs?	,	Yes			1	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		/es	Yes	Yes	-	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
<u> </u>	Yes	Yes	Yes	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	\/		Yes		Yes	\/		
	Yes	Yes				Yes	No	
PROTECTING WOMEN FROM VIOLENCE	Yes	Yes				res	No	
	res	Yes				res	No	
Domestic violence					Y	•	No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not are there apprayated penalties for offenses between spouses/family members?	Y	'es				es	No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	es /A			N	es /A	No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	'es	Emotional	Economic	N Y	es		Economi
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N N Physical	es //A es Sexual			N Y Physical	es /A es Sexual	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N N Y Physical Yes	es J/A	Emotional Yes	Economic Yes	N Y Physical Yes	es /A es		Econom Yes
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical Yes	res I/A res Sexual Yes			Physical Yes	es /A es Sexual Yes	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N Y Physical Yes	res //A /es Sexual Yes es			Physical Yes Yes	es //A es Sexual Yes es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes	res //A /es Sexual Yes es /es			Physical Yes Yes Yes	es //A es Sexual Yes es es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Yes Yes Yes	es //A es Sexual Yes es es es es			Physical Yes Yes Yes	es //A es Sexual Yes es es lo	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Yes Yes Yes Yes	es //A es Sexual Yes es es es es es es			Physical Yes Yi N Yi Yes	es //A es Sexual Yes es ses lo es	Emotional	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical Yes Yes Yes Yes Yes	es Sexual Yes es e			N Yes Physical Yes Yes Yes	es //A /A es Sexual Yes es lo es es es es es es es	Emotional Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Yes Yes Yes Yes	Yes Sexual Yes es es es es es Civil	Yes		N Yes Yes Yes Yes Yes Yes	es Sexual Yes es Ses ses ses ses ses ses ses ses se	Emotional Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes Yes Yes Yes Yes Yes Yes	es ///A //ees /// Yes //es /// Sexual /// Yes	Yes Criminal penalties		Physical Yes	es Sexual Yes Ses Ses Ses Civil remedies	Emotional Yes Criminal penalties	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical Yes Yes Yes Yes Yes Yes Yes Yes	res Sexual Yes es res res res res res res	Criminal penalties Yes		Physical Yes	es //A es Sexual Yes es es es es es es es es es No	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical Yes	res Sexual Yes es es es es es cos cos Civil remedies No No	Yes Criminal penalties		N Y Yes Yes Yes Legislation Yes Yes Yes	es //A es Sexual Yes es ses ses ses es Sexual Ves No	Emotional Yes Criminal penalties	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes	res Ves Sexual Yes es Ges Ges Ges Ges Ges No No No	Criminal penalties Yes		N Y Yes Yes Y Y Y Y Y YEsislation Yes Yes Y Yes Yes Yes	es //A es Sexual Yes es es es es es No No lo	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Physical Yes	res Sexual Yes es Yes es es es es No No No No No No No No No N	Criminal penalties Yes		N Y Yes Yes N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	es //A es Sexual Yes es es es es es es No No lo	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Physical Yes Yes Yes Yes Yes Yes Yes Yes Physical Yes Yes Yes Physical Yes Yes Physical Note of the physical in the physical Note of the physical in the physi	es ///A es Sexual Yes es es es es es es es No No lo Girls	Criminal penalties Yes		N Y Yes Yes Y Y Y Y Y Y YEs Ses Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	es Sexual Yes es es es es Civil remedies No No lo lo Girls	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment 83. To protect against sexual harassment in employment: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical Yes	res Sexual Yes	Criminal penalties Yes		N Y Yes Yes Y Y Y Y Y Y Y Yes Legislation Yes N Boys 18	es Sexual Yes es Sesual Yes es Ses es Solo Solo Solo Solo Solo Solo Solo Sol	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical Yes Yes Yes Yes Yes Legislation Yes Yes 18	res //A res Sexual Yes res res res res res res res	Criminal penalties Yes		N Y Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	es Sexual Yes es Sexual Yes es es es No No No No Io Io Girls 16 es	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes Yes Yes Yes Legislation Yes Yes 18	res //A res Sexual Yes res res res res res res res res res r	Criminal penalties Yes		N Y Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized?	Physical Yes Yes Yes Yes Legislation Yes Yes 18	res //A res Sexual Yes res res res res res res res	Criminal penalties Yes		N Y Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	es Sexual Yes es Sexual Yes es es es No No No No Io Io Girls 16 es	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence remove the perpetrator from the home? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized? Marital rape	Physical Yes Yes Yes Yes Legislation Yes Yes 18	res //A res Sexual Yes es res res res remedies No No No No No No No No No N	Criminal penalties Yes		N Y Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	es Sexual Yes es Sexual Yes es es es Viol remedies No No lol lo Girls 16 es es es	Emotional Yes Criminal penalties Yes	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage voil or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical Yes Yes Yes Yes Yes Yes Yes Yes I Boys 18	res //A res Sexual Yes es res res res res res res res res re	Criminal penalties Yes		N Y Yes Yes N N N N N N N N N N N N N N N N N N N	es //A es Sexual Yes es Ses es	Emotional Yes Criminal penalties Yes	
Domestic violence	Physical Yes	res //A res Sexual Yes es res res res remedies No No No No No No No No No N	Criminal penalties Yes		N Y Yes Yes N N N N N N N N N N N N N N N N N N N	es Sexual Yes es Sexual Yes es es es Viol remedies No No lol lo Girls 16 es es es	Emotional Yes Criminal penalties Yes	

	MALDIVES	MALI
REGION	South Asia	Sub-Saharan Africa
INCOME GROUP	Upper middle income	Low income
FEMALE POPULATION	174,623	7,819,851
FEMALE LABOR FORCE PARTICIPATION	58%	52%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
1 /	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas	1400	14.1
5. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
B. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	No Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	No Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	No Yes
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	Yes
24. Must spouses jointly financially maintain the family?	No	No
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	No default	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	No	No
Property rights	Married Unmarried	Married Unmarried
80. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
nheritance rights		
21. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
OING TO COURT		
Equality of access	N.	Nic
33. Are customary law courts recognized?	No Vos	No No
24. Are personal law courts recognized?	Yes	No Vos
25. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation	7	0
36. How many justices are on the constitutional court? 37. Of those, how many are women?	7	9 3
37. Of those, now many are women? 38. Is the Chief Justice a woman?	No	Yes
	INU	162
Efficiency of procedure 19. Is there a small claims court/fast track procedure?	Yes	No
19. If yes, what is the maximum amount (%GNI/capita)?	4363%	N/A
	N COCF	IVA
ROVIDING INCENTIVES TO WORK		
Personal income tax	No	Ne
11. Are childcare payments tax deductible?	No :	No :
	Men Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
13. Is childcare subsidized or publicly provided?	No	Yes
14. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	Yes

	MALDIVES				MALI			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			137	72%		
		!	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	institutions		Retailers No	Utilities No	institutions	
Discours in action						•		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			l Status No	Gender No	
·		10	110			10	140	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity Yes	Parental Yes		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	60	3	0		98	3	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	365		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	Y	es			N	lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?		lo				lo ·		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	65 65	65 65			58 53	58 53		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
· · · · · · · · · · · · · · · · · · ·	NA	IVA			IV/A	МД		
Working hours and industry restrictions 67. Can women and men work the same night hours?	\	/es			\	⁄es		
68. Can women and men do the same jobs?		/es				Vo .		
•				Audionia				Andress
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous No		appropriate lo	Arduous No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
70. Call women work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	No	No	No	Yes
		. 103						
71. Can women work on these tasks in the same way as men:		Heavy lifting			Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:						Heavy lifting No	Other No	
	Metalwork	Heavy lifting	Other					
PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting	Other					
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork Yes	Heavy lifting Yes	Other		No	No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork Yes	Yes es	Other		No No	No lo		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork Yes Yes	Yes es /A	Other		No No	No		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork Yes Yes	Yes es	Other	Economic	No No	No lo		Economic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork Yes Yes	Yes Yes Yes A Yes	Other Yes	Economic Yes	No No	No lo lo	No	Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Yes Yes Yes Yes Yes Physical Yes	Yes Yes es /A es Sexual	Other Yes Emotional		No No No Physical No	No lo lo sexual	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Yes Yes Yes Yes Physical Yes Yes	Yes es /A es Sexual Yes	Other Yes Emotional		No No No Physical No	No lo lo Sexual	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Yes Yes Yes Yes Yes Yes Yes Yes	es Sexual Yes Yes	Other Yes Emotional		No No Physical No No No No No No No No No N	No lo lo Sexual No lo lo	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Metalwork Yes Yes Yes N Physical Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es Yes es Yes	Other Yes Emotional		No No No Physical No	No N	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Metalwork Yes Yes Yes N Physical Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es Sexual Yes es es es es es	Other Yes Emotional		No No Physical No	No N	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Heavy lifting Yes es Sexual Yes es Sexuel Yes es es es es es es es es es	Other Yes Emotional		No Physical No No No No No No No No No N	No N	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Other Yes Emotional Yes		No Physical No N N N N N N N N N N N N	No N	No Emotional No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Heavy lifting Yes es Sexual Yes es Sexuel Yes es es es es es es es es es	Other Yes Emotional		No Physical No No No No No No No No No N	No N	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es es cs cs cr cr cr cr cr cr cr c	Other Yes Emotional Yes Criminal		No Physical No N N N N N N N N N N N N	No No No No No Comparison of the comparison of t	No Emotional No Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es	Other Yes Emotional Yes Criminal penalties		No No Physical No	No No No No No Co No Co No Co No Co No Co No	Emotional No Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es es es es es es No No	Other Yes Emotional Yes Criminal penalties No		No No Physical No No No No No No Legislation No	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es es es es es es No No	Other Yes Emotional Yes Criminal penalties No		No No Physical No No No No No No Legislation No	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Sexual Yes Sexual Yes es Civil remedies No No Girls	Other Yes Emotional Yes Criminal penalties No		No Physical No No No No No No No No No N	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es Ses es es No No lo lo Girls 18	Other Yes Emotional Yes Criminal penalties No		No Physical No No No No Legislation No No No No No No No No No N	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es Sexual Yes es es es es es location I continued in the c	Other Yes Emotional Yes Criminal penalties No		No Physical No No No No Legislation No No No No No No No No No N	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es Sexual Yes es Ses Heave lifting Yes Sexual Yes Heave lifting Yes	Other Yes Emotional Yes Criminal penalties No		No Physical No No No Legislation No No No No Yell Yell Yell Yell No No No No No No No No No N	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es Sexual Yes es es es es es location I continued in the c	Other Yes Emotional Yes Criminal penalties No		No Physical No No No Legislation No No No No Yell Yell Yell Yell No No No No No No No No No N	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es e	Other Yes Emotional Yes Criminal penalties No		No No Physical No No No No Legislation No No No No Y Y	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es e	Other Yes Emotional Yes Criminal penalties No		No No Physical No No No No Legislation No	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect furmer spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Metalwork Yes Yes No Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes Sexual Yes es Ses es Ses Heavy lifting Yes Heavy l	Other Yes Emotional Yes Criminal penalties No		No No Physical No	No N	Emotional No Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es e	Other Yes Emotional Yes Criminal penalties No		No No Physical No	No N	Emotional No Criminal penalties No	

		МΔ	LTA		MAURITANIA
REGION			& North Africa		Sub-Saharan Africa
INCOME GROUP			income		Lower middle income
FEMALE POPULATION			3,853		1,977,795
FEMALE LABOR FORCE PARTICIPATION		48	8%		29%
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	Y	/es		1	No
2. If yes, does it mention gender?		/es			I/A
3. Does the constitution contain a clause on equality?	Y	/es			⁄es
	Recognized	Invalid		Recognized	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No No	N/A N/A		No	N/A No
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	INU	IN/A		Yes	INU
Quotas 6. What are the quotas for women on corporate boards?	No	quota		No	quota
7. What are the quotas for women in parliament?		quota			· 0
8. What are the quotas for women in local government?	No	quota		2	0%
9. What are the quotas for women on candidate lists for parliament?	No	quota		5	0%
10. What are the quotas for women on candidate lists for local government?	No	quota			quota
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		No Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		No	No
21. Can a woman be "head of household" in the same way as a man?	Yes	Yes		No	Yes
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	}	/es			No
23. Are wives required to obey their husbands?	1	Vo			No
24. Must spouses jointly financially maintain the family?	Y	/es		1	No
JSING PROPERTY					
Marital property regime					
25. What is the default marital property regime?		community of		Sep	Other
26. Who administers marital property?		Both must agre	e		Other
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N	I/A
28. Are there special provisions governing the marital home?		/es			No
29. Does the law provide for valuation of nonmonetary contributions?	Y	/es		1	No
Property rights	Married	Unmarried		Married	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes		No	Yes
Inheritance rights					
31. Do sons and daughters have equal inheritance rights?		/es			No No
32. Do female and male surviving spouses have equal inheritance rights?	Y	/es			No
SOING TO COURT					
Equality of access 33. Are customary law courts recognized?	1	No		,	No
34. Are personal law courts recognized?		No		_	'es
85. Is a woman's testimony afforded equal weight to that of a man?		/es		_	No
Judicial representation					
36. How many justices are on the constitutional court?	ī	21			6
37. Of those, how many are women?		6			0
88. Is the Chief Justice a woman?	N	Vo			No
Efficiency of procedure 39. Is there a small claims court/fast track procedure?		/es		,	No
40. If yes, what is the maximum amount (%GNI/capita)?		1%			I/A
ROVIDING INCENTIVES TO WORK	-				
Personal income tax					
41. Are childcare payments tax deductible?	Y	⁄es			No
	Men	Women		Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No		No	No
Childcare and education				1	No
43. Is childcare subsidized or publicly provided?		/es		_	
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		/es /es		_	vo /es
Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?	Y			١	

		MALTA				MAURITANIA			
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			1	%			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	institutions N/A		Retailers No	Utilities No	institutions		
Discrimination		Status	Gender			Status	Gender		
49. Is discrimination in access to credit prohibited based on:		Vo	Yes			lo	No		
GETTING A JOB							<u>.</u>		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	No		
51. How much of such leave is paid (days)?	126	1	0		98	N/A	N/A		
52. Who pays for such leave?	Emp & Gov	Emp	N/A		Gov	N/A	N/A		
53. What % of wages are paid?	82%	100%	N/A		100%	N/A	N/A		
54. How much of such leave is unpaid (days)?	0	0	120		0	N/A	N/A		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?		es			N				
58. Does the law mandate nondiscrimination based on gender in hiring?		es				25			
59. Is it prohibited for prospective employers to ask about family status?		lo			N V				
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		es es				2S 2S			
62. Are nursing mothers entitled to nursing breaks?		lo				25			
63. Are parents entitled to flexible/part-time schedules?		lo			N				
·	Women								
Retirement & pensions 64. When can one retire and get full benefits?	65	Men 65			Women 55	Men 60			
65. When can one retire and get van benefits?	65	65			55	60			
66. What is the mandatory retirement age?	65	65			55	60			
Working hours and industry restrictions									
67. Can women and men work the same night hours?	\	/es			Υ	'es			
68. Can women and men do the same jobs?)	/es			1	lo			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous	
os. can women work in these types of jobs in the same way as men.	Yes		les	Yes	No		Vo	No	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other	
	Yes	Yes	Yes	Yes	No	No	No	Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting			
	Yes	Yes	Yes		Yes	Yes	Yes		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence									
72. Is there domestic violence legislation?	Y	es			N	0			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	0			
74. Are there clear criminal penalties for domestic violence?	Y	es			N	0			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic	
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	No	No	No	No	
76. Does domestic violence legislation protect family members?		es			N				
77. Does domestic violence legislation protect former spouses?		es			N				
78. Does domestic violence legislation protect unmarried intimate partners?		es			N				
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?		es				0			
81. Do protection orders for domestic violence remove the perpetiator from the nome?						0			
81. Do protection orders for domestic violence promibit contact:		es es							
82 Is there a specialized court/procedure for domestic violence?	Ye	es			N				
82. Is there a specialized court/procedure for domestic violence?	Ye N	es Io	Criminal		N	0	Criminal		
Sexual harassment	Ye N Legislation	es lo Civil remedies	Criminal penalties		Legislation N	O Civil remedies	Criminal penalties		
Sexual harassment 83. To protect against sexual harassment, do the following exist:	N Legislation Yes	es lo Civil remedies Yes	penalties Yes		Legislation No	O Civil remedies	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	civil remedies Yes Yes	penalties		Legislation No No	Civil remedies No	penalties		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes Yes	es lo Civil remedies Yes Yes	penalties Yes		Legislation No No No	Civil remedies No No	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Visual Notes of Notes	es lo Civil remedies Yes Yes es lo	penalties Yes		Legislation No No No	Civil remedies No No O	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes Yes N Boys	es lo Civil remedies Yes Yes lo Girls	penalties Yes		No N	Civil remedies No No O Girls	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes Yes N Boys 18	es lo Civil remedies Yes Yes lo Girls 18	penalties Yes		No N	Civil remedies No No O Girls	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes Yes N Boys 18	remedies Yes Yes es lo Girls 18	penalties Yes		No N	Civil remedies No No O Girls 18	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes Yes Yes N Boys 18	remedies Yes Yes es lo Girls 18 es	penalties Yes		No N	Civil remedies No No O Girls 18	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes Yes Yes N Boys 18	remedies Yes Yes es lo Girls 18	penalties Yes		No N	Civil remedies No No O Girls 18	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Ves Ves Ves Ves N Boys 18	remedies Yes Yes es lo Girls 18 es lo	penalties Yes		No N	Civil remedies No No O O O Girls 18	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Ves Ves Ves Ves N Boys 18 N N Yes	remedies Yes Yes es lo Girls 18 es	penalties Yes		No N	Civil remedies No No O Girls 18	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Ves Yes Yes N Boys 18 Yes N N N N N N N N N N N N N	remedies Yes Yes ess lo Girls 18 ess ess lo	penalties Yes		No N	Civil remedies No No O O Girls 18 25	penalties No		
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Vice No Legislation Yes Yes Yes No	remedies Yes Yes Yes Ido Girls 18 es Hes Hes Hes Hes Hes Hes Hes Hes Hes	penalties Yes		No N	O Civil remedies No No O O O O O O O O O O O O O O O O O	penalties No		

	MAURITIUS	MEXICO
REGION	Sub-Saharan Africa	Latin America & Caribbean
INCOME GROUP	Upper middle income	Upper middle income
FEMALE POPULATION	639,144	63,806,469
FEMALE LABOR FORCE PARTICIPATION	49%	48%
	4370	4070
ACCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A
Quotas		
5. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
B. What are the quotas for women in local government?	No quota	No quota
D. What are the quotas for women on candidate lists for parliament?	No quota	40%
10. What are the quotas for women on candidate lists for local government?	33%	50%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	No Yes	N/A N/A
13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
15. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
•	1477	1477.
Division of responsibility within marriage	Yes	Yes
22. Do spouses have equal rights to convey citizenship?	No No	
23. Are wives required to obey their husbands?		No
24. Must spouses jointly financially maintain the family?	Yes	Yes
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Partial community of property	Other
26. Who administers marital property?	Both must agree	Other
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	Yes	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
·		
Property rights	Married Unmarried	Married Unmarried
80. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
hheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
OING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
4. Are personal law courts recognized?	No	No
•		
25. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation	24	11
36. How many justices are on the constitutional court?	21	11
37. Of those, how many are women?	8	2
88. Is the Chief Justice a woman?	No	No
Efficiency of procedure		
89. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	8%	420%
ROVIDING INCENTIVES TO WORK		
Personal income tax		
11. Are childcare payments tax deductible?	Yes	Yes
		;
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
13. Is childcare subsidized or publicly provided?	No	Yes
14. Is primary education free and compulsory?	No	Yes
and the second s		
Financial support and care 45. Does the government provide a child allowance to parents?	Yes	Yes

Ves	Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)? 48. Do the following provide information to credit agencies: Discrimination 49. Is discrimination in access to credit prohibited based on: SETTING A JOB Parental benefits	Retailers				MEXICO			
47. Minimum loan amount covered by credit agencies (%GM/capita)? 48. Do the following provide information to credit agencies: Retailers Utilities Wictorilianous Retailers Utilities Retailers Retailers	47. Minimum loan amount covered by credit agencies (%GNI/capita)? 48. Do the following provide information to credit agencies: Discrimination 49. Is discrimination in access to credit prohibited based on: EETTING A JOB Parental benefits	Retailers							
47. Minimum loan amount covered by credit agencies: Retailers Utilities Microfinance Retailers Retailers Utilities Microfinance Retailers Retailer	47. Minimum loan amount covered by credit agencies (%GNI/capita)? 48. Do the following provide information to credit agencies: Discrimination 49. Is discrimination in access to credit prohibited based on: EETTING A JOB Parental benefits	Retailers							
As Discrimination reloaving provise information to creat agencies: Yes Ye	Discrimination 49. Is discrimination in access to credit prohibited based on: SETTING A JOB Parental benefits		1%			0	%		
As Discrimination reloaving provise information to creat agencies: Yes Ye	Discrimination 49. Is discrimination in access to credit prohibited based on: SETTING A JOB Parental benefits		!	Microfinanco				Microfinanco	
Marrial Status Gender Marrial Status Gender Method Ves Yes	49. Is discrimination in access to credit prohibited based on: GETTING A JOB Parental benefits	103		institutions				institutions	
49. Is discrimination in access to credit prohibited based on: Parental A JOB	49. Is discrimination in access to credit prohibited based on: GETTING A JOB Parental benefits	Marita	•	:			-		
Parental benefits Maternity Parental P	ETTING A JOB Parental benefits								
Parental benefits Patemity	Parental benefits		140	110			C3	103	
Solition Such leaw mandate the following types of leave: Yes Yes No Yes Yes No No No Such leave is paid (days)? 84 5 N/A 83. What \$6 of wages are paid? 100% 100% 100% 100% 100% 100% 100% 10									
51. How much of such leave is paid (days)? 84 5 N/A 60v Emp N/A 52. Who pays for such leave? 100% 100% 100% N/A 53. What % of wages are paid? 100% 100% N/A 54. How much of such leave is unpaid (days)? 0 0 0 N/A 55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A 56. In paid parental leave is there a portion that must be taken by the: N/A N/A N/A 57. Does the law mandate equal remuneration for work of equal value? 88. Does the law mandate equal remuneration for work of equal value? 98. Does the law mandate equal remuneration for work of equal value? 99. Is it prohibited for prospective employers to ask about family status? 10. Is dismissal of pregnant workers prohibited? 10. Are nursing mothers entitled to nursing breaks? 10. Are nursing mothers entitled to flexible/part-time schedule? 10. Are parents entitled to flexible/part-time schedule? 10. Are nursing mothers entitled to flexible/part-time schedule? 10. All parents entitled to flexib	50. Does the law mandate the following types of leave:								
52. Who pays for such leave? 53. What % of wages are paid? 53. What % of wages are paid? 54. How much of such leave is unpaid (days)? 55. In load parental leave is there a portion that must be taken by the: 55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the: 57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate equal remuneration for work of equal value? 59. Boes the law mandate equal remuneration for work of equal value? 59. Boes the law mandate equal remuneration for work of equal value? 59. Boes the law mandate enodiscrimination based on gender in hiring? 59. Boes the law mandate enodiscrimination based on gender in hiring? 50. Boes the law mandate enodiscrimination based on gender in hiring? 50. Boes the law mandate an equal remuneration for work of equal value? 50. Law contents guaranteed an equivalent position after maternity leave? 50. Law contents guaranteed an equivalent position after maternity leave? 50. Law enursing mothers entitled to nursing breaks? 51. Are nothers guaranteed an equivalent position after maternity leave? 52. Are nursing mothers entitled to nursing breaks? 53. Are parents entitled to nursing breaks? 54. Are nursing mothers entitled to nursing breaks? 55. Monument and energe full benefits? 56. Go. So. So. So. So. So. So. So. So. So. S	51. How much of cuch leave is paid (days)?		;	-				-	
53. What % of wages are paid? 100% 100% 100% 100% 100% 100% 100% 100	1		-	· · · · · · · · · · · · · · · · · · ·					
54. How much of such leave is unpaid (days)? Mother Eather Mother Father	• •			-					
Mother Father 5.5. In unpaid parental leave is there a portion that must be taken by the: 5.6. In paid parental leave is there a portion that must be taken by the: N/A N/A N/A N/A N/A N/A N/A N/									
55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A N/A N/A N/A N/A N/A N/A N/									
56. In paid parental leave is there a portion that must be taken by the: N/A N/	55. In unnaid parental leave is there a portion that must be taken by the						•		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate equal remuneration for work of equal value? 59. Lose the law mandate equal remuneration for work of equal value? 59. Lose the law mandate equal remuneration for work of equal value? 59. Lose the law mandate equal remuneration for work of equal value? 59. Lose the law mandate equal remuneration for work of equal value? 59. Lose the law mandate equal remuneration for work of equal value? 50. Lose the law mandate equal remuneration for work of equal value? 50. Lose the law mandate equal remuneration for work of equal value? 50. Lose the law mandate equal remuneration for work of equal value? 50. Lose the law mandate equal remuneration for work of equal value? 50. Lose the law mandate equal remuneration for work of equal value? 50. Lose the law mandate equal remuneration for work of equal value? 50. Lose the law mandatery restricted on lose to provide the same and provides and unxing breaks? 50. Lose the law mandatery restricted to flevals provides prohibited for prospective equivalent in first part of the provides prohibited for prospective equivalent policy for the provides prohibited for prospective equivalent policy for the provides prohibited for prospective equivalent policy for the provides provides provided provides provides provided provides provides provided provides provided provides provided provides provided provides provided provided provides provided provides provided provided provides provided provid	, , , , , , , , , , , , , , , , , , , ,								
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring? 59. Is it prohibited for prospective employers to ask about family status? No 50. Is dismissal of pregnant workers prohibited? 10. Are mothers guaranteed an equivalent position after maternity leave? 10. Are nursing mothers entitled to nursing breaks? 10. Are nursing mothers entitled to nursing breaks? 10. Are parents entitled to flexible/part-time schedules? No No Retirement & pensions 10. Women Men 10. W		.,,	,			,			
58. Does the law mandate nondiscrimination based on gender in hiring? 91. Is it prohibited for prospective employers to ask about family status? 82. Is it prohibited for prospective employers to ask about family status? 83. Are parents more regional workers prohibited? 84. Are mothers guaranteed an equivalent position after maternity leave? 85. Are parents entitled to nursing breaks? 86. Are parents entitled to flexible/part-time schedules? 86. Are parents entitled to flexible/part-time schedules? 86. When can one retire and get full benefits? 86. Can women and men dget partial benefits? 86. Can women and men work the same night hours? 87. Can women and men work the same night hours? 88. Can women and men work the same night hours? 89. Can women and men work in these types of jobs in the same way as men: 80. Can women work in these types of jobs in the same way as men: 80. Can women work in these occupations in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women work on these tasks in the same way as men: 80. Can women and men do the same jobs? 80. Can women work in these occupations		γ	'es			N	0		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited? 61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules? 64. When can one retire and get full benefits? 65. 65 65. 65 65. 65 65. 65 65. 65 66. What is the mandatory retirement age? 66. Working hours and industry restrictions 67. Can women and men work the same night hours? 68. Can women and men work the same night hours? 69. Can women work in these types of jobs in the same way as men: 69. Can women work in these occupations in the same way as men: 69. Can women work in these basks in the same way as men: 69. Can women work on these tasks in the same way as men: 69. Can women work on these tasks in the same way as men: 69. Can women work on these tasks in the same way as men: 69. Can women work on these tasks in the same way as men: 69. Can women work on these tasks in the same way as men: 69. Can women work on these tasks in the same way as men: 69. Can women work on these tasks in the same way as men: 69. Can women work on these tasks in the same way as men: 69. Can women work on these tasks in the same way as men: 69. Yes 69. Yes	·								
60. Is dismissal of pregnant workers prohibited? 61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules? No Retirement & pensions 44. When can one retire and get full benefits? 65. 65. 65. 65. 65. 65. 65. 65. 65. 65.	, ,								
61. Are mothers guaranteed an equivalent position after maternity leave? 62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules? No No Retirement & pensions Men 64. When can one retire and get full benefits? 65. 65 65. 65 65. 65 65. 65 65. 65 65. 65 66. What is the mandatory retirement age? 66. What is the mandatory retirement age? 67. Can women and men work the same night hours? 68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: Hazardous Morally inappropriate Arduous Yes Yes 70. Can women work in these occupations in the same way as men: Mining Factories Construction Other Yes									
No No No Retirement & pensions 64. When can one retire and get full benefits? 65. 65. 65. 65. 65. 65. 65. 65. 65. 65.	51. Are mothers guaranteed an equivalent position after maternity leave?	l l	No			Ye	es		
Retirement & pensions 64. When can one retire and get full benefits? 65 65 65 65. When can one retire and get partial benefits? 60 60 60 65 65. What is the mandatory retirement age? 65 65 67. Can women and men work the same night hours? 68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: Can women work in these types of jobs in the same way as men: Can women work in these occupations in the same way as men: Mining Factories Construction Other Mining Factories Construction Other Yes	52. Are nursing mothers entitled to nursing breaks?	Y	'es			Ye	es		
64. When can one retire and get full benefits? 65 65 65 65. When can one retire and get partial benefits? 66. What is the mandatory retirement age? 67. Can women and men work the same night hours? 68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: Hazardous Morally inappropriate Arduous	53. Are parents entitled to flexible/part-time schedules?	N	Vo.			N	lo		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age? 65. 65. 65. N/A N/A Working hours and industry restrictions 67. Can women and men work the same night hours? 68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate Arduous Morally inappropriate Arduous Hazardous Morally inappropriate Arduous Arduo	Retirement & pensions	Women	Men			Women	Men		
66. What is the mandatory retirement age? 67. Can women and men work the same night hours? 68. Can women and men work the same night hours? 69. Can women work in these types of jobs in the same way as men: 69. Can women work in these types of jobs in the same way as men: 69. Can women work in these types of jobs in the same way as men: 69. Can women work in these types of jobs in the same way as men: 69. Can women work in these occupations in the same way as men: 69. Can women work in these occupations in the same way as men: 69. Can women work in these occupations in the same way as men: 69. Can women work in these occupations in the same way as men: 60. Can women work in these occupations in the same way as men: 60. Can women work in these occupations in the same way as men: 60. Can women work in these occupations in the same way as men: 60. Can women work in these occupations in the same way as men: 60. Can women work in these occupations in the same way as men: 60. Can women work in these occupations in the same way as men: 60. Can women work in these occupations in the same way as men: 60. Can women work in these occupations in the same way as men: 60. Can women work in these occupations in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same way as men: 60. Can women work in these types of jobs in the same wa	54. When can one retire and get full benefits?	65	65			65	65		
Working hours and industry restrictions 67. Can women and men work the same night hours? 68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate	55. When can one retire and get partial benefits?	60	60			65	65		
67. Can women and men work the same night hours? 68. Can women and men do the same jobs? 69. Can women work in these types of jobs in the same way as men: Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate	56. What is the mandatory retirement age?	65	65			N/A	N/A		
68. Can women and men do the same jobs? Yes Yes Yes Yes Yes Yes Yes Y	Working hours and industry restrictions								
69. Can women work in these types of jobs in the same way as men: Hazardous Morally inappropriate Arduous Yes	57. Can women and men work the same night hours?)	Yes			Υ	'es		
Yes Yes Yes Yes Yes Yes Yes Yes To. Can women work in these occupations in the same way as men: Mining Factories Construction Other Yes	58. Can women and men do the same jobs?	}	Yes .			Υ	'es		
70. Can women work in these occupations in the same way as men: Mining Factories Construction Other Yes	59. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Metalwork Heavy lifting Other	, ,	Yes			Yes	Yes	•		Yes
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Yes	70. Can women work in these occupations in the same way as men:		Factories	Construction	Other				Other
Yes					Yes				Yes
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? Yes Yes	71. Can women work on these tasks in the same way as men:								
Domestic violence 72. Is there domestic violence legislation? Yes Yes		Yes	Yes	Yes		Yes	Yes	Yes	
72. Is there domestic violence legislation? Yes Yes	ROTECTING WOMEN FROM VIOLENCE								
•	Domestic violence								
73. If not, are there aggravated penalties for offenses between spouses/family members?	72. Is there domestic violence legislation?	Y	'es			Ye	es		
7.5 in may are ancre aggrerated periodices for orienteen spousesy family members:	73. If not, are there aggravated penalties for offenses between spouses/family members?	N	I/A			N,	/A		
74. Are there clear criminal penalties for domestic violence? No Yes		N	lo			Ye	es		
Physical Sexual Emotional Economic Physical Sexual Emotion		Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econom
75. Does domestic violence legislation cover the following abuse: Yes Yes Yes No Yes Yes Yes Yes	75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members? Yes Yes		Y	'es			Ye	es		
3 ' '	76. Does domestic violence legislation protect family members?		'es						
	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?								
<u> </u>	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Y				Y			
	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yı Yı	'es						
	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yı Yı Yı	es es			Ye	es		
Civil Criminal Civil Criminal	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yi Yi Yi	es es es			Ye	es es		
	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yi Yi Yi Yi	'es 'es 'es	Criminal		Ye	es es	Criminal	
	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yi Yi Yi	res res res res	Criminal penalties		Yı Yı Yı	es es Civil	Criminal penalties	
83. To protect against sexual harassment, do the following exist: Yes Yes Yes Yes Yes Yes	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y. Y. Y. Y. Legislation	res res res res Civil remedies	penalties		Ye Ye Ye Legislation	es es Civil remedies	penalties	
	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yi Yi Yi Yi Legislation Yes	res res res res res Civil remedies Yes	penalties Yes		Yo Yo Legislation Yes	es es Civil remedies	penalties Yes	
34. Do the following exist concerning sexual harassment in employment: Yes Yes Yes No Yes Step Yes Yes Yes Yes Yes Yes Yes Y	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 5exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes	es es es Civil remedies Yes Yes	penalties Yes		Yes Yes Yes	es es Civil remedies No No	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: Yes Yes Yes No Yes 85. Is there legislation on sexual harassment in education? Yes	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes Yes	es es es Civil remedies Yes Yes Es	penalties Yes		Yes Yes Yes	es es Civil remedies No No	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: Yes Yes Yes No Yes 85. Is there legislation on sexual harassment in education? Yes No No	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes Yes Yes	es es es es Civil remedies Yes Yes Ses Io	penalties Yes		Yes Yes Yes N	ess ess ess Civil remedies No No	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: Yes Yes Yes No Yes St. Is there legislation on sexual harassment in education? Yes No No Child and early marriage Boys Girls Boys Girls	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes Yes Yes Yes Yes Yes	res res res res res res res remedies remedies res res res res res res res res res r	penalties Yes		Yes Yes Yes Yes N Boys	ess ess ess Civil remedies No No Ses Ses Ses Ses No Ses	penalties Yes	
34. Do the following exist concerning sexual harassment in employment: Yes Yes Yes No Yes St. Is there legislation on sexual harassment in education? No No Child and early marriage Boys Girls Boys Girls Boys Girls Boys Girls Boys Girls Boys Boys Boys Boys Boys Boys Boys Boy	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes Yes Yes Yes 18	res	penalties Yes		Yes Yes Yes N Boys 18	cess cess civil remedies No No Ses So Girls 18	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: Yes Yes Yes No Yes 85. Is there legislation on sexual harassment in education? Yes 86. Is there legislation on sexual harassment in public places? No No Child and early marriage Boys Girls 87. What is the legal age of marriage for: 18 18 18 18 18 18 88. Are there exceptions? Yes Yes 99. Is child marriage void or prohibited? Yes Yes	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes Yes Yes Yes Yes Yes Yes Yes	res ces ces ces civil remedies ces ces ces ces ces ces ces ces ces c	penalties Yes		Yes Yes Yes Yes N Boys 18	ces	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: Yes Yes Yes No Yes 85. Is there legislation on sexual harassment in education? Yes 86. Is there legislation on sexual harassment in public places? No No Child and early marriage Boys Girls 87. What is the legal age of marriage for: 18 18 18 18 18 18 88. Are there exceptions? Yes Yes 99. Is child marriage void or prohibited? Yes Yes	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes	res res res res res remedies remedies res res res res res res res res res r	penalties Yes		Yes Yes Yes Yes N Boys 18	ces	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: Yes Yes Yes Yes No Yes 85. Is there legislation on sexual harassment in education? No No Child and early marriage Boys Girls 87. What is the legal age of marriage for: 18 18 18 18 18 18 18 18 18 18 18 18 18	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes	res res res res res remedies remedies res res res res res res res res res r	penalties Yes		Yes Yes Yes Yes N Boys 18	ces	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: Yes Yes Yes Yes No Yes 85. Is there legislation on sexual harassment in education? No No Child and early marriage Boys Girls 87. What is the legal age of marriage for: 18 18 18 18 18 18 18 18 18 18 18 18 18	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes	res	penalties Yes		Vice Service S	ess ess ess ess ess ess ess Civil remedies No No ess lo Girls 18 ess ess ess	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: Yes Yes Yes Yes No Yes 85. Is there legislation on sexual harassment in education? Yes No No No Child and early marriage Boys 87. What is the legal age of marriage for: 18 18 18 18 18 18 18 18 18 18 18 18 18	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes	res	penalties Yes		Vice Service S	ess ess ess ess Civil remedies No No ess lo Girls 18 ess ess lo O	penalties Yes	
84. Do the following exist concerning sexual harassment in employment: Yes Yes Yes Yes No Yes 85. Is there legislation on sexual harassment in education? Yes 86. Is there legislation on sexual harassment in public places? No No Child and early marriage Boys Girls 87. What is the legal age of marriage for: 18 18 18 18 18 18 18 18 18 18 18 18 18	76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Vin Min Min Min Min Min Min Min Min Min M	res	penalties Yes		Legislation Yes Yes Yes N Boys 18 Yes N N N N N N N N N N N N N N N N N N N	ess ess ess Civil remedies No No ess lo Girls 18 ess ess A	penalties Yes	

Early		MOLDOVA	MONGOLIA
March Color Colo	REGION		
TRAME LIBER CREAT PORTICISATION Concentrational register Content manufacturinal register Content man	-	· ·	
ACCESSION INSTITUTIONS Second Second Control Contro	FEMALE POPULATION	1,871,412	1,454,615
Constitutional rights 2 flags, deck interface grade? 2 flags, deck interface grade? 3 flags deck interface grade? 4 to colorway be recognized? install it visibles provision emmalacinisation or equalty? 4 to colorway be recognized? install it visibles provision emmalacinisation or equalty? 5 to provide the control of the colorway of the colorw	FEMALE LABOR FORCE PARTICIPATION	44%	60%
Size the contribution contrains a claser on employment of the contribution contrains a claser on equations New Yes	ACCESSING INSTITUTIONS		
24 growthest intension growther	Constitutional rights		
A. communication contains a description Proceedings	1. Does the constitution contain a clause on nondiscrimination?	Yes	
As subtanny lew recoposed / Insaled it skakes providers on rediccircitation or equality? So personal terrographs / Insaled it skakes providers on rediccircitation or equality? As subtanny lew recoposed / Insaled it skakes providers on rediccircitation or equality? As (A) No. (A) No. (A) So personal terrographs / Insaled it skakes providers on rediccircitation or equality? As (A) No. (A) No. (A) So personal terrographs / Insaled it skakes providers on rediccircitation or equality? As (A) A and the quality is warrier insaled posteriors? As (A) and a the quality is warrier insaled posteriors? As (A) and a the quality of warrier insaled posteriors? As (A) and a the quality of warrier insaled posteriors? As (A) and a the quality of warrier insaled posteriors? As (A) and a the quality of warrier insaled posteriors? As (A) and a the quality of warrier insaled posteriors? As (A) and a the quality of warrier insaled posteriors? As (A) and a the quality of warrier insaled posteriors? As (A) and a the quality of warrier insaled posteriors? As (A) and a the quality of warrier insaled posteriors and as (A) and (A			
Second terror benefit in Counties consisted an and continuent on requality 10 10 10 10 10 10 10 1	3. Does the constitution contain a clause on equality?		
So personal are required. Final of it is evalue provision on nondocrimination or equality? Outload are the public for control in optimization and in the public of the pu	A la contacta de la c		
Continued to the content of property boards No conta No conta			
Martin are the pacts for women on propose hearbol? No opacs No opacs No opacs		NO NA	110
8.8 Mark or the quotes for remove in indigeneement? Mis goots 20%		No quota	No quota
9.4 Mark and the quarter for resource concredition lists for particular memory 10 months 20%	7. What are the quotas for women in parliament?	No quota	No quota
Married Marr	8. What are the quotas for women in local government?	No quota	No quota
Rights of morried and summaried women		· · · · · · · · · · · · · · · · · · ·	
11. Can a soman angly for a patient of the same way as a man?	10. What are the quotas for women on candidate lists for local government?	<u> </u>	
12. Can assortina projety for a national D card in the same way as a man? Ves			
15. Can a soma tended outside the time in the same way as a man?			
15. Can as assorance and point the same way as a man?	, ,		
16. Can a soman sign a contact in the same way as a man?	,		
17. Can a warman register a business in the same way as a man?			
18. Can a soman open a bank account in the same way as a man? Ves Ve			
20. Can a soman be med of household in the same way as a man? 10. Can a soman be med of household in the same way as a man? 10. Division of responsibility within marriage 21. Dis spaces have requiring this to convey oftenership? 22. Dis spaces that requiring this to convey oftenership? 23. An writer sequent to doubly this household? 24. An use space space to doubly this household? 25. What is the design most and under the family? 26. What spaces space the medium of the family? 27. Marriagh property regime 28. What is the design most and under the family? 28. Who administers martial property? 29. Who administers martial property? 20. Who administers martial property? 20. Who administers property is spaceal consent required for major transactions? 27. If the household mainteries property is spaceal consent required for major transactions? 28. Are there special provisions generally the martial home? 29. No a No 20. Does the law provide for validation of momentary contributions? 20. Does the law provide for validation of momentary contributions? 29. Ves 20. Does the law provide for validation of momentary contributions? 20. The contribution of the provided of validation of momentary contributions? 20. The provided of validation of momentary contributions? 20. The provided of validation of momentary contributions? 20. The provided and somewhave equal inheritance rights? 20. The provided and sorviving spouses have equal inheritance rights? 20. The provided and sorviving spouses have equal inheritance rights? 20. The provided and sorviving spouses have equal inheritance rights? 20. The provided and sorviving spouses have equal inheritance rights? 20. The provided and sorviving spouses have equal inheritance rights? 20. The provided and sorviving spouses have equal inheritance rights? 20. The provided and sorviving spouses have equal inheritance rights? 20. The provided and sorviving spouses have equal inheritance rights? 20. The provided and sorviving spouses have equal inheritance ri			
21. Can a soman be head of household in the same way as a man? Division of responsibility within marriage Ves Ves Ves	19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
Division of responsibility within marriage 27. Do spanse have equal injects to convey citizenship? Yes	, ,		
22. Dis goodes have equal rights to convey citizenship? Yes	·	N/A N/A	N/A N/A
22. Ale was required to deep their hebated? 23. Mest spouses jointly financially maintain the family? 24. Mest spouses jointly financially maintain the family? 25. Whe is the death martial property regime 26. Who administes martial property? 26. Who administes martial property? 27. Both must agree 28. The the shard administes property is possed consent required for major transactions? 28. Are there special provisions governing the martial home? 29. Are the responsibly of the martial home? 20. Does the law provision for valuation of nomonetary contributions? 29. The shard administer spreptry is provised to require the martial home? 20. Does the law provision for valuation of nomonetary contributions? 20. Does the law provision for valuation of nomonetary contributions? 20. Does the law provision for valuation of nomonetary contributions? 20. Does man and women have equal ownership rights to property? 30. Do man and women have equal ownership rights to property? 31. Do sons and daughtes have equal inheritance rights? 31. Do sons and daughtes have equal inheritance rights? 31. Do sons and daughtes have equal inheritance rights? 32. Do fermale women for equal womenship rights to the famous rights? 33. Are customery law counts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? 36. Iswa many justices are on the constitutional court? 36. Iswa many justices are on the constitutional court? 36. Iswa many justices are on the constitutional court? 36. Iswa many justices are on the constitutional court? 36. Iswa many justices are on the constitutional court? 36. Iswa many justices are on the constitutional court? 36. Iswa many justices are on the constitutional court? 36. Iswa many justices are on the constitutional court? 36. Iswa many justices are on the constitutional court? 40. If yes, what is the manimum amount (ScOl/Capital?) 40. If yes, what is the manimum amount (ScOl/Capital?) 40. If yes, what is the manimum amou	_	Vac	Vos
Must spouses jointly financially maintain the family? Ves Ves Ves			
Moritate property regime 25. What is the default martial property regime? Partial community of property Other			
Moritate property regime 25. What is the default martial property regime? Partial community of property Other	USING PROPERTY		
26. Who administers marial property? Both must agree Other Protecting a wife's interests 27. If the husband administers property, is gousal consent required for major transactions? NA NA NA NA NA NA NA NA NA N			
Protecting a wife's interests 27. If the husband administers property is spousal consent required for major transactions? N/A	25. What is the default marital property regime?	Partial community of property	Other
2.7. If the husband administers property is spousal consent required for major transactions? 28. An there special provisions governing the marital home? 29. Does the law provide for valuation of nonnonetary contributions? Yes Property rights 30. Do me and women have equal ownership rights to property? Yes Yes Yes Yes Yes Yes Yes 10. Do sons and daughters have equal inheritance rights? 31. Do sons and daughters have equal inheritance rights? Yes Yes Yes Yes Yes Yes Yes Y	26. Who administers marital property?	Both must agree	Other
28. Ave there special provisions governing the marital home? 29. Does the law provide for valuation of nonmoretary contributions? 29. Does the law provide for valuation of nonmoretary contributions? 29. Does the law provide for valuation of nonmoretary contributions? 29. Does the law provide for valuation of nonmoretary contributions? 20. Do men and women have equal ownership rights to property? 20. Do men and women have equal unineritance rights to property? 20. Do men and women have equal inheritance rights? 21. Do sone and daughters have equal inheritance rights? 22. Do female and male surviving spouses have equal inheritance rights? 23. Do female and male surviving spouses have equal inheritance rights? 24. Ves 25. Sone that the surviving spouses have equal inheritance rights? 25. In a woman's testimony afforted equal weight to that of a man? 26. How many is stringly alw courts recognized? 27. Of those, how many is stringly afforded equal weight to that of a man? 28. It is the many are women? 29. Sone the constitutional court? 30. It is the many are women? 30. It is the maximum amount (%cM/capita)? 31. It is the a small claims court/fast tack procedure? 32. It is the maximum amount (%cM/capita)? 33. It is the maximum amount (%cM/capita)? 34. It is the maximum amount (%cM/capita)? 35. NA 36. No 37. Of those, how many are women? 39. It is the maximum amount (%cM/capita)? 39. NA 30. NO		N/4	
29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Yes Yes Yes Yes Inheritance rights 31. Do sons and daughters have equal inheritance rights? 31. Do sons and daughters have equal inheritance rights? Sons and daughters have equal inheritance rights? Wes Yes Yes Yes 32. Do female aut male surviving spouses have equal inheritance rights? Fequality of access 33. Are customary law courts recognized? No No 34. Are personal law courts recognized? No No 35. Is a woman's testimony afforded equal weight to that of a man? Yes Yes Yes Yes Yes Yes Yes Yes			
Property rights 30. Do men and women have equal ownership rights to property? Yes Yes Yes Yes Yes Yes Yes Yes Inheritance rights 31. Do sons and daughters have equal inheritance rights? Yes Yes Yes 32. Do female and male surviving spouses have equal inheritance rights? Yes Yes GOING TO COURT Equality of access 33. Are customany law courts recognized? No No No No 34. Are personal law courts recognized? No			
30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughtes have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? Wes GOING TO COURT Equality of access 33. Are customary law courts recognized? No No No A. Are personal law courts recognized? No No Sola How many instites are on the constitutional court? 6 9 37. of those, how many are women? No No No No No No No No No N	· · · · · · · · · · · · · · · · · · ·		
31. Do sons and daughters have equal inheritance rights? 32. Do fenale and male surviving spouses have equal inheritance rights? Wes Oling To COURT Equality of access 33. Are customary law courts recognized? No No No A. Are personal law courts recognized? No No No S. Is a woman's testimory afforded equal weight to that of a man? Wes Judicial representation Sol. How many justices are on the constitutional court? 6 9 37. Of those, how many are women? 0 2 38. Is the Chief Justice a woman? No No No No No No No No No N			
32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? No	Inheritance rights		
GOING TO COURT Equality of access 33. Are customary law courts recognized? No No 34. Are personal law courts recognized? No No No St. is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 6 9 37. Of those, how many are women? 0 2 38. Is the Chief Justice a woman? No No Efficiency of procedure 39. Is there a small claims court/fast track procedure? No No No No PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? No No No No No No No No No N	31. Do sons and daughters have equal inheritance rights?	Yes	Yes
Equality of access 33. Are customary law courts recognized? No	32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
33. Are customary law courts recognized? 34. Are personal law courts recognized? No No No No No No No No No N	GOING TO COURT		
34. Are personal law courts recognized? No No No No No 35. Is a woman's testimony afforded equal weight to that of a man? Yes Yes Yes Yes Yes Yes Yes Ye			
35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 6 9 37. Of those, how many are women? 0 0 2 38. Is the Chief Justice a woman? No No Efficiency of procedure 39. Is there a small claims court/fast track procedure? No			
Judicial representation 36. How many justices are on the constitutional court? 6 9 37. Of those, how many are women? 0 0 2 38. Is the Chief Justice a woman? No Efficiency of procedure 39. Is there a small claims court/fast track procedure? No No No No No No No No No N			
36. How many justices are on the constitutional court? 6 9 37. Of those, how many are women? 38. Is the Chief Justice a woman? No Efficiency of procedure 39. Is there a small claims court/fast track procedure? No No No No No No No No No N		ies	ies
37. Of those, how many are women? 38. Is the Chief Justice a woman? No No Refficiency of procedure 39. Is there a small claims court/fast track procedure? No No No No No No No No No N	·	6	9
Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? No Men Women 42. Are there tax deductions or credits specific to men/women? No No No Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes Yes		0	2
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? No Men Women 42. Are there tax deductions or credits specific to men/women? No No No No No No No No No N	38. Is the Chief Justice a woman?	No	No
40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? No Men Women 42. Are there tax deductions or credits specific to men/women? No No No No Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes Yes			
Personal income tax 41. Are childcare payments tax deductible? No Men Women 42. Are there tax deductions or credits specific to men/women? No No No No No No No No No N	·		
Personal income tax 41. Are childcare payments tax deductible? No Men Women 42. Are there tax deductions or credits specific to men/women? No No No No No No No No No N		N/A	N/A
41. Are childcare payments tax deductible? No Men Women 42. Are there tax deductions or credits specific to men/women? No No No No No No No No No N			
Men Women 42. Are there tax deductions or credits specific to men/women? No No No Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes Yes		No	No
42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes	2 2dedic payments on deduction.	:	;
Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes	42. Are there tax deductions or credits specific to men/women?		
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Yes Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes	· · · · · · · · · · · · · · · · · · ·		110
44. Is primary education free and compulsory? Yes Yes Financial support and care 45. Does the government provide a child allowance to parents? Yes Yes		Yes	Yes
45. Does the government provide a child allowance to parents? Yes Yes		Yes	Yes
	Financial support and care		
46. Must employers provide leave to care for sick relatives? No No			
	46. Must employers provide leave to care for sick relatives?	No	No

No	Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)? 48. Do the following provide information to credit agencies: Discrimination 49. Is discrimination in access to credit prohibited based on:	0			MOLDOVA		MONGOLIA				
47. Minimum loan amount covered by credit agencies (%GNI/capital)? 48. Do the following provide information to credit agencies: Retailers Utilities Microfinance Institutions No	47. Minimum loan amount covered by credit agencies (%GNI/capita)? 48. Do the following provide information to credit agencies: Discrimination 49. Is discrimination in access to credit prohibited based on:	0									
47. Minimum loan amount covered by credit agencies (%CNI/capita)? 48. Do the following provide information to credit agencies: Retailers Utilities Microfinance Institutions No	47. Minimum loan amount covered by credit agencies (%GNI/capita)? 48. Do the following provide information to credit agencies: Discrimination 49. Is discrimination in access to credit prohibited based on:	0									
Retailers Utilities Microtinance Retailers Retailers Utilities Microtinance Retailers Utilities Microtinance Retailers Retailers Utilities Retailers Retailers Utilities Retailers R	48. Do the following provide information to credit agencies: Discrimination 49. Is discrimination in access to credit prohibited based on:		%			0	%				
No No No No No No No No	Discrimination 49. Is discrimination in access to credit prohibited based on:			Microfinanco				Microfinance			
Marital Status Gender Parital Status Gender Parital Status Pas	49. Is discrimination in access to credit prohibited based on:	Retailers	Utilities			Retailers	Utilities	institutions			
Age of substitution in access to credit prohibited based on: No Yes Yes	49. Is discrimination in access to credit prohibited based on:	No	No	No		No	Yes	Yes			
Parental benefits So. Does the law mandate the following types of leave: Yes No Yes No No Yes No No Yes No No Yes No No No No No No No Yes No Yes No Yes No Yes No Yes No Yes No No Yes No Yes No Yes No No Yes No No Yes No No Yes No Yes No No Yes No Yes No No Yes No Yes No Yes No No Yes No Yes No No Yes No Yes No Yes No No Yes No Yes No No Yes No Yes No No No No No No Yes No Yes No No Yes No No No No Yes No Yes No No Yes No Yes No No Yes No Yes No No No No Yes No Yes No Yes No No Yes No Yes No Yes No No No No Yes No Yes No Yes No No Yes No Yes No No No No Yes No Yes No No No No Yes No Yes No No No No No Yes No No Yes No No Yes No No Yes No No No No No Yes No No No No No No No No No Yes No N	·	Marita	l Status	Gender		Marital	Status	Gender			
Parental benefits Maternity Parental Maternity Parental Maternity Parental Maternity Parental Maternity Parental Maternity Parental Yes No Yes Yes No 126 N/A 1039 120 N/A 52. Who pays for such leave is paid (days)? 52. Who pays for such leave? Gov N/A Gov Gov N/A 53. What 's of wages are paid? 54. How much of such leave is unpaid (days)? 0 N/A 1095 0 N/A 55. In unpaid parental leave is there a portion that must be taken by the: 0 N/A 1095 0 N/A N/A 56. In paid parental leave is there a portion that must be taken by the: 0 O O N/A N/A N/A 57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate equal remuneration for work of equal value? 59. Loes the law mandate equal remuneration for work of equal value? 59. Loes the law mandate equal remuneration for work of equal value? 59. Loes the law mandate equal remuneration for work of equal value? 59. Loes the law mandate equal remuneration for work of equal value? 50. Loes the law mandate equal remuneration for work of equal value? 50. Loes the law mandate equal remuneration for work of equal value? 50. Loes the law mandate equal remuneration for work of equal value? 50. Loes the law mandate equal remuneration for work of equal value? 50. Loes the law mandate equal remuneration for work of equal value? 50. Loes the law mandate equal remuneration for work of equal value? 50. Loes the law mandate equal remuneration for work of equal value? 70. Loes the law mandate equal remuneration for work of equal value? 70. Loes the law mandate equal remuneration for work of equal value? 70. Loes the law mandate equal remuneration for work of equal value? 70. Loes the law mandate equal remuneration for work of equal value? 70. Loes the law mandate equal remuneration for work of equal value? 70. Loes the law mandate equal remuneration for work of equal value? 71. Can women and men work the same law yas men: 71. Can women and men work the same light hours? 72. Can women and men work the same light hours? 73.	ETTING A JOB	1	Vo	Yes		Υ	'es	Yes			
So. Does the law mandate the following types of leave: Yes No Yes Yes No											
So. Does the law mandate the following types of leave: Yes No Yes Yes No	Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental			
52. Who pays for such leave? 53. What % of wages are paid? 54. How much of such leave is unpaid (days)? 55. In unpaid parental leave is unpaid (days)? 60. N/A 60. In paid parental leave is there a portion that must be taken by the: 60. 0 60. N/A 60. In paid parental leave is there a portion that must be taken by the: 60. 0 70. N/A 7								No			
100% N/A Partially paid 100% N/A 1095 0 N/A 1095 10 N/A 10 N/A 1095 10 N/A	51. How much of such leave is paid (days)?	126	N/A	1039		120	N/A	N/A			
Mother Father Mother Father Mother Father Mother Father Mother Father N/A	52. Who pays for such leave?	Gov	N/A	Gov		Gov	N/A	N/A			
Mother Father Mother Father N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	J ,			, ,				N/A			
55. In unpaid parental leave is there a portion that must be taken by the: 0 0 0 N/A N/A N/A N/A N/A N/A N/A N/A	54. How much of such leave is unpaid (days)?	0	N/A	1095		0	N/A	N/A			
Morkplace protections No		Mother	Father			Mother	Father				
Workplace protections 57. Does the law mandate equal remuneration for work of equal value? 88. Does the law mandate equal remuneration for work of equal value? 89. Is it prohibited for prospective employers to ask about family status? 99. Is it prohibited for prospective employers to ask about family status? 99. Is it prohibited for prospective employers to ask about family status? 99. Is it prohibited for prospective employers to ask about family status? 99. Is it prohibited for prospective employers to ask about family status? 99. Is it prohibited for prospective employers to ask about family status? 99. It is prospective employers to ask about family status? 99. It is prospective employers to ask about family status? 99. It is prospective employers to ask about family status? 99. It is prospective employers to ask about family status? 99. It is prospective employers to ask about family status? 99. It is prospective employers to ask about family status? 99. It is prospective employers to ask about family status? 99. It is prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask about family status? 99. It is prohibited for prospective employers to ask ab											
Solition	66. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A				
58. Does the law mandate nondiscrimination based on gender in hiring? 59. Is it prohibited for prospective employers to ask about family status? 59. Is it prohibited for prospective employers to ask about family status? 59. Is dismissal of pregnant workers prohibited? 79. Yes 79. Yes 79. Yes 79. Yes 79. So. Are narenteed an equivalent position after maternity leave? 79. So. Are narents entitled to nursing breaks? 79. Yes 79. No 79. Are parents entitled to flexible/part-time schedules? 79. Yes 79. No 70. Women 70. Women Men 71. Can women work in these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Metalwork Heavy lifting 74. Wetalwork Heavy lifting 75. On 76. No 76. No 77. Can women work on these tasks in the same way as men: 77. Can women work on these tasks in the same way as men: 78. Metalwork Heavy lifting 79. No 70. No 70. No 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. Can women work on these tasks in the same way as men: 76. Can women work on these tasks in the same way as men: 77. Can women work on these tasks in the same way as men: 78. Metalwork Heavy lifting 79. On No 70. On No 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: 72. Can women work on these tasks in the same way as men: 73. Can women work on these tasks in the same way as men: 74. Can women work on these tasks in the same way as men: 75. Can women work on these tasks in the same way as men: 76. Can women work on these tasks in the same way as men: 77. Can women work on these tasks in the same way as men: 78. Can women work on these tasks in the same way as men: 79. Can women work on these tasks in the same way as men: 79. Can women wo	Workplace protections										
S9. Is it prohibited for prospective employers to ask about family status? 59. Is dismissal of pregnant workers prohibited? 50. Is dismissal of pregnant workers prohibited? 51. Are mothers guaranteed an equivalent position after maternity leave? 52. Are nursing mothers entitled to nursing breaks? 53. Are parents entitled to flexible/part-time schedules? 54. When can one retire and get full benefits? 55. When can one retire and get full benefits? 56. What can one retire and get partial benefits? 57. 62. 55. 60 55. Who not can one retire and get partial benefits? 57. 62. 55. 60 58. What is the mandatory retirement age? N/A N/A N/A N/A Working hours and industry restrictions 57. Can women and men work the same night hours? 86. Can women and men work the same night hours? 87. Can women and men do the same jobs? 88. Can women work in these types of jobs in the same way as men: 18. Hazardous Morally inappropriate Arduous No 19. Can women work in these occupations in the same way as men: 18. Mining Factories Construction Other Mining Factories Construction Other Mining Factories Construction Other No 70. Can women work on these tasks in the same way as men: 18. Metalwork Heavy lifting Other Metalwork Heavy lifting Other No 71. Can women work on these tasks in the same way as men:						N	0				
50. Is dismissal of pregnant workers prohibited? 51. Are mothers guaranteed an equivalent position after maternity leave? 52. Are nursing mothers entitled to nursing breaks? 53. Are parents entitled to flexible/part-time schedules? 74. When can one retire and get full benefits? 55. When can one retire and get full benefits? 57. 62. 55. 60. 55. When can one retire and get partial benefits? 57. 62. 55. 60. 55. When can one retire and get partial benefits? 57. 62. 55. 60. 55. When can one retire and get partial benefits? 57. 62. 55. 60. 58. What is the mandatory retirement age? N/A	• • •										
Solution for the same under the same way as men: Solution Solution											
62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules? No Retirement & pensions 64. When can one retire and get full benefits? 65. When can one retire and get partial benefits? 65. When can one retire and get partial benefits? 66. What is the mandatory retirement age? N/A N/A N/A N/A N/A N/A N/A N/											
63. Are parents entitled to flexible/part-time schedules? Retirement & pensions 64. When can one retire and get full benefits? 65. When can one retire and get partial benefits? 66. What is the mandatory retirement age? 67. Can women and men work the same night hours? 68. Can women and men work the same night hours? 69. Can women work in these types of jobs in the same way as men: 10. Can women work in these occupations in the same way as men: 11. Can women work on these tasks in the same way as men: 12. Monument work on these tasks in the same way as men: 13. Monument work on these tasks in the same way as men: 14. Monument work on these tasks in the same way as men: 15. Monument work on these tasks in the same way as men: 16. Are parents entitled to flexible/part-time schedules? 17. Can women work on these tasks in the same way as men: 18. Monument work on these tasks in the same way as men: 18. Monument work on these tasks in the same way as men: 18. Metalwork Heavy lifting Other Metalwork Heavy lifting Other Metalwork Heavy lifting Other No No No No No No No Yes No											
Retirement & pensions 54. When can one retire and get full benefits? 57 62 55. When can one retire and get partial benefits? 57 62 55. When can one retire and get partial benefits? 57 62 55. 60 66. What is the mandatory retirement age? N/A N/A N/A Working hours and industry restrictions 67. Can women and men work the same night hours? No No No No No Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate Arduous No 70. Can women work in these types of jobs in the same way as men: Mining Factories Construction Other No	•										
57 62 55 60 58. When can one retire and get full benefits? 57 62 55 60 59. When can one retire and get partial benefits? 57 62 55 60 59. What is the mandatory retirement age? N/A N/A N/A N/A N/A N/A N/A N/A Working hours and industry restrictions 57. Can women and men work the same night hours? No No 58. Can women and men do the same jobs? No No 59. Can women work in these types of jobs in the same way as men: Hazardous Morally inappropriate Arduous No Yes No 70. Can women work in these occupations in the same way as men: Mining Factories Construction Other No No No No No No Yes No 71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Metalwork Heavy lifting Other No No No No No Yes No	63. Are parents entitled to flexible/part-time schedules?	Y	es			N	0				
55. When can one retire and get partial benefits? 57 62 55 60 66. What is the mandatory retirement age? N/A N/A N/A Working hours and industry restrictions 67. Can women and men work the same night hours? No No Sea. Can women and men do the same jobs? No No Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate Arduous No 70. Can women work in these occupations in the same way as men: Mining Factories Construction Other No No No No No No No No No Yes No Metalwork Heavy lifting Other Metalwork Heavy lifting Other No No No No No No Yes No			-				-				
56. What is the mandatory retirement age? N/A	·	-									
Working hours and industry restrictions 57. Can women and men work the same night hours? No No No No No No No No No S8. Can women and men do the same jobs? No No Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate Arduous No Yes No 70. Can women work in these occupations in the same way as men: Mining Factories Construction Other Mining Factories Construction Other No											
57. Can women and men work the same night hours? 8. Can women and men do the same jobs? 8. Can women work in these types of jobs in the same way as men: 8. Can women work in these types of jobs in the same way as men: 8. Can women work in these types of jobs in the same way as men: 8. No 8. Worally inappropriate 8. No 9. Ves No 9. Ves No 9. Ves No No No No No No No No No N	· · · · · · · · · · · · · · · · · · ·	N/A	N/A			N/A	N/A				
58. Can women and men do the same jobs? No No No Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate No No Yes No Ves Yes 70. Can women work in these occupations in the same way as men: Mining Factories Construction Other Mining Factories Construction Other No No No No No No No No No N											
69. Can women work in these types of jobs in the same way as men: No Yes No Yes Yes	·										
No Yes No Yes Yes 70. Can women work in these occupations in the same way as men: Mining Factories Construction Other No No No No No No Yes Yes 71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other No No No No Yes No No No No Yes No No No No No Yes No	68. Can women and men do the same jobs?		NO .			ľ	NO .				
70. Can women work in these occupations in the same way as men: Mining Factories Construction Other No Yes Metalwork Heavy lifting Other No	69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou		
No No No No No Yes 71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Metalwork Heavy lifting No No No No Yes No									Yes		
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Metalwork Heavy lifting No No No Yes No	70. Can women work in these occupations in the same way as men:							Construction Yes	Othe		
No No No Yes No	71. Can warran work on those tasks in the same way as mony				INU			-	Yes		
	71. Call wollen work on these tasks in the same way as men.							No			
PROTECTING WOMEN FROM VIOLENCE	DOTECTING WOMEN FROM WOLFINGE	140	140	IVO		ics	140	140			
Domestic violence	Domestic violence										
72. Is there domestic violence legislation? Yes Yes	•	Y	es			Y	es				
73. If not, are there aggravated penalties for offenses between spouses/family members? N/A N/A	73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N,	/A				
74. Are there clear criminal penalties for domestic violence? No No	74. Are there clear criminal penalties for domestic violence?		lo								
						-		Emotional	Econon		
75. Does domestic violence legislation cover the following abuse: Yes Yes Yes Yes Yes Yes Yes			•	Yes	Yes		•	Yes	Yes		
76. Does domestic violence legislation protect family members? Yes Yes											
77. Does domestic violence legislation protect former spouses? Yes No	//. Does domestic violence legislation protect former spouses?										
· · · · · · · · · · · · · · · · · · ·	·						es				
	79. Do protection orders for domestic violence exist?										
	79. Do protection orders for domestic violence exist? 30. Do protection orders for domestic violence remove the perpetrator from the home?	Y	es			Ye					
	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yı Yı	es es			Ye	es				
Civil Criminal Civil (79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Yi Yi Yi	es es	Criminal		Yı Yı Yı	es es	Criminal			
Legislation Civil Criminal Legislation Civil (79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Yi Yi Yi	es es Civil			Yı Yı Yı	es Civil	Criminal penalties			
Sexual harassment Legislation Civil remedies penalties Legislation Civil remedies p	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y Y Y Legislation	es es Civil remedies	penalties		Ye Ye Ye Legislation	es Civil remedies				
Sexual harassment Legislation Civil remedies Criminal penalties Legislation Civil remedies Civil remedies Civil remedies Penalties 33. To protect against sexual harassment, do the following exist: Yes No Yes Yes Yes 34. Do the following exist concerning sexual harassment in employment: No No No Yes Yes	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 5exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	YY YI Legislation Yes No	es es Civil remedies No	penalties Yes		Yes Yes	cs Civil remedies Yes Yes	penalties			
Legislation Civil remedies penalties Legislation Civil remedies penalties Legislation Civil remedies penalties 33. To protect against sexual harassment, do the following exist: Yes No Yes Yes 44. Do the following exist concerning sexual harassment in employment: No No No No Yes Yes S5. Is there legislation on sexual harassment in education?	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 5exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	You You You You Legislation Yes No	es es Civil remedies No No lo	penalties Yes		Yes Yes N	civil remedies Yes Yes	penalties No			
Legislation Civil remedies penalties Legislation Civil remedies penalties Legislation Civil remedies penalties 33. To protect against sexual harassment, do the following exist: Yes No Yes Yes 44. Do the following exist concerning sexual harassment in employment: No No No No Yes Yes S5. Is there legislation on sexual harassment in education?	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 5exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	You You You You Legislation Yes No	es es Civil remedies No No lo	penalties Yes		Yes Yes N	civil remedies Yes Yes	penalties No			
Legislation Civil remedies penalties Legislation Civil remedies penalties Legislation Civil remedies penalties 33. To protect against sexual harassment, do the following exist: Yes No Yes Yes 34. Do the following exist concerning sexual harassment in employment: No No No No Yes Yes 35. Is there legislation on sexual harassment in education? No N	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes No No Boys	es es es Civil remedies No No No Girls	penalties Yes		Yes Yes N N Boys	ces Civil remedies Yes Yes Io	penalties No			
Legislation Civil remedies penalties 83. To protect against sexual harassment, do the following exist: Yes No Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Solution To yes Yes No N	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes No No Boys 18	es es es Civil remedies No No lo lo Girls 18	penalties Yes		Yes Yes N N Boys 18	ces Civil remedies Yes Yes 10 10 11 18	penalties No			
Legislation Civil remedies penalties 33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: No N	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment. 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Vice Service S	es es es es Civil remedies No No lo lo Girls 18	penalties Yes		Yes Yes N Boys 18	ces Civil remedies Yes Yes Oo O Girls 18	penalties No			
Legislation Civil remedies penalties 33. To protect against sexual harassment, do the following exist: 48. Do the following exist concerning sexual harassment in employment: 58. Is there legislation on sexual harassment in education? 58. Is there legislation on sexual harassment in public places? 59. No 50. No 50. No 50. No 50. No 50. Sirls 50. Sirls	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Vi Yes No No Boys 18	es es es Civil remedies No No lo lo Girls 18 es es	penalties Yes		Yes Yes N N Boys 18	Civil remedies Yes Yes Oo	penalties No			
Legislation Civil remedies Penalties Criminal penalties	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 80. Is child marriage penalized?	Vi Yes No No Boys 18	es es es Civil remedies No No lo lo Girls 18 es es	penalties Yes		Yes Yes N N Boys 18	Civil remedies Yes Yes Oo	penalties No			
Legislation Civil remedies penalties Legislation Civil remedies penalties Legislation Civil remedies penalties Yes No Yes Yes Yes Yes Yes Yes Yes St. Is there legislation on sexual harassment in employment: No N	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 5exual harassment 83. To protect against sexual harassment, do the following exist: 94. Do the following exist concerning sexual harassment in employment: 95. Is there legislation on sexual harassment in education? 96. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 99. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Vice Service S	es es es Civil remedies No No lo lo lo Girls 18 es es es	penalties Yes		Yes Yes N Boys 18 N N N N N N N N N N N N N N N N N N	remedies Yes Yes 10 10 10 11 18 10 10 10 10 10 10 10 10 10 10 10 10 10	penalties No			
Legislation Civil remedies Penalties Criminal penalties	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 80. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Vice State of the	es es es Civil remedies No No lo lo Girls 18 es es es lo lo es s	penalties Yes		Vice Service S	remedies Yes Yes 10 0 6 Girls 18 10 0 10 10 10 10 10 10 10 10 10 10 10 1	penalties No			
Legislation Civil remedies penalties 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage 88. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? 80. Is marrial rape explicitly criminalized? 91. Is marrial rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Vice Service S	es es es es es No	penalties Yes		Vice Service S	remedies Yes Yes 100 100 188 100 100 100 100 100 100 100	penalties No			
Legislation Civil remedies penalties 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. No 88. No 88. Ser there legislation on sexual harassment in public places? 88. What is the legal age of marriage 88. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? 80. Marrital rape 91. Is marrital rape explicitly criminalized? Yes No No	83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marrital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Legislation Yes No No Reys 18 Yes No	es e	penalties Yes		Legislation Yes Yes N N Boys 18 N N Yes N N N N N N N N N N N N N N N N N N N	Civil remedies Yes Yes 10 10 10 10 18 18 10 10 10 10 10 10 10 10 10 10 10 10 10	penalties No			

	MONTENEGRO	MOROCCO
REGION	Europe & Central Asia	Middle East & North Africa
INCOME GROUP	Upper middle income	Lower middle income
FEMALE POPULATION	314,621	16,930,150
FEMALE LABOR FORCE PARTICIPATION	52%	27%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination? If you class it montion contain.	Yes No	No N/A
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes	Yes
SI DOS die Constitution Contain a clause on equality.	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	15%
8. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?	No quota 30%	33% No quota
10. What are the quotas for women on candidate lists for local government?	30%	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	No Yes
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	No Yes	No Yes
USING PROPERTY	103	103
Marital property regime		
25. What is the default marital property regime?	Partial community of property	Separation of property
26. Who administers marital property?	Both must agree	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	No No
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		·
31. Do sons and daughters have equal inheritance rights?	Yes	No
32. Do female and male surviving spouses have equal inheritance rights?	Yes	No
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	No Yes	Yes Yes
	tes	Tes
Judicial representation 36. How many justices are on the constitutional court?	7	12
37. Of those, how many are women?	2	0
38. Is the Chief Justice a woman?	Yes	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	9%	4%
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	No
. ,	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	Yes No
Childcare and education		
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	Yes
46. Must employers provide leave to care for sick relatives?	Yes	No

		MONTENEGRO			MOROCCO				
BUILDING CREDIT									
Credit agencies									
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%			
			Microfinance				Microfinance		
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions		Retailers No	Utilities No	institutions		
Discrimination		Status	Gender			Status	Gender		
49. Is discrimination in access to credit prohibited based on:		No	No		Yes		Yes		
GETTING A JOB			•				•		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental		
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	Yes	No		
51. How much of such leave is paid (days)?	45	N/A	365		98	3	N/A		
52. Who pays for such leave?	Gov	N/A	Gov		Gov	Gov	N/A		
53. What % of wages are paid?	100%	N/A	100%		67%	100%	N/A		
54. How much of such leave is unpaid (days)?	0	N/A	730		90	0	N/A		
	Mother	Father			Mother	Father			
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A			
56. In paid parental leave is there a portion that must be taken by the:	45	0			N/A	N/A			
Workplace protections									
57. Does the law mandate equal remuneration for work of equal value?		es				2S			
58. Does the law mandate nondiscrimination based on gender in hiring?		Yes Yes				25			
59. Is it prohibited for prospective employers to ask about family status?		Yes			No Yes				
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		Yes Yes				2S 2S			
62. Are nursing mothers entitled to nursing breaks?		Yes Yes				25			
63. Are parents entitled to flexible/part-time schedules?		es es			N				
·									
Retirement & pensions 64. When can one retire and get full benefits?	Women 67	Men 67			Women 60	Men 60			
65. When can one retire and get named the second of the se	67	67			60	60			
66. What is the mandatory retirement age?	67	67			60	60			
Working hours and industry restrictions									
67. Can women and men work the same night hours?)	Yes		Υ	'es				
68. Can women and men do the same jobs?		No		١	lo				
69. Can women work in these types of jobs in the same way as men:	Hazardous	Hazardous Morally inappropriate Arduous		s Hazardous Morally inappro		annronriate	Arduous		
os. Can women work in these types of jobs in the same way as men.	No		les	No	No		Vo	No	
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other	
	No	No	Yes	Yes	No	Yes	Yes	Yes	
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting			
	No	Yes	No		Yes	Yes	No		
PROTECTING WOMEN FROM VIOLENCE									
Domestic violence									
72. Is there domestic violence legislation?	Y	es			N	0			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			Ye	2S			
74. Are there clear criminal penalties for domestic violence?	Y	es			Ye	2S			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic	
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No	
76. Does domestic violence legislation protect family members?		es			N				
77. Does domestic violence legislation protect former spouses?		es			N				
78. Does domestic violence legislation protect unmarried intimate partners?		es			N				
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?		es				0			
81. Do protection orders for domestic violence remove the perpetiator from the nome?		es es			N N	0			
82. Is there a specialized court/procedure for domestic violence?		es es				0			
oz. 15 there a specialized coary procedure for domestic violence.			Criminal			Civil	Criminal		
Sexual harassment	100000000000000000000000000000000000000	: CIVII			Legislation	remedies	penalties		
83. To protect against sexual harassment, do the following exist:	Legislation	Civil remedies	penalties						
1 3	Yes	remedies Yes	No		Yes	Yes	Yes		
84. Do the following exist concerning sexual harassment in employment:	Yes Yes	remedies Yes Yes			Yes	Yes Yes	Yes Yes		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Yes Yes	remedies Yes Yes lo	No		Yes N	Yes Yes o	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes Yes N	remedies Yes Yes lo	No		Yes N	Yes Yes o	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes N Boys	remedies Yes Yes lo Girls	No		Yes N N Boys	Yes Yes 0 0 Girls	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes N N Boys 18	remedies Yes Yes lo lo Girls 18	No		Yes N N Boys 18	Yes Yes 0 Girls 18	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes N N Boys 18	remedies Yes Yes lo lo Girls 18	No		Yes N N Boys 18	Yes Yes 0 0 Girls 18	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes Yes N N Boys 18 Y	remedies Yes Yes lo lo lo Girls 18 ess	No		Yes N N Boys 18 Ye	Yes Yes 0 0 6 Girls 18 25 0	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes N N Boys 18 Y	remedies Yes Yes lo lo Girls 18	No		Yes N N Boys 18	Yes Yes 0 0 6 Girls 18 25 0	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes N N N Boys 18 Y Y	Yes Yes lo lo Girls 18 es es	No		Yes N N Boys 18 Vi	Yes Yes 0 0 0 Girls 18 25 0 0	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes N N N Boys 18 Y Y Y Y	yes Yes lo lo Girls 18 es es	No		Yes N N Boys 18 N N N N N	Yes Yes 0 0 0 Girls 18 25 0 0	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes N N N Boys 18 Y Y N N	Yes Yes lo lo Girls 18 es es	No		Yes N N Boys 18 N N N N N N N N N N N N N N N N N N	Yes Yes 0 0 0 Girls 18 25 0 0	_		
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Yes N N N Boys 18 Y Y N N N N N N N N N N N N N N N N N	Yes Yes lo lo Girls 18 ess ess //A	No		Yes N N Boys 18 N N N N N N N N N N N N N N N N N N	Yes Yes 0 0 0 Girls 18 25 0 0 0	_		

	MOZAMBIQUE		RIOUE	MYANMAR			
REGION		Sub-Sahara			East Asia & Pacific		
INCOME GROUP		Low inc			Lower middle income		
FEMALE POPULATION		13,516			27,637,901		
FEMALE LABOR FORCE PARTICIPATION		86%	<u> </u>		79%		
ACCESSING INSTITUTIONS							
Constitutional rights							
Does the constitution contain a clause on nondiscrimination?	I	No		Ye	25		
2. If yes, does it mention gender?	N	I/A		Ye	25		
3. Does the constitution contain a clause on equality?	١	/es		Ye	25		
	Recognized	Invalid		Recognized	Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		Yes	Yes		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A		
Quotas							
6. What are the quotas for women on corporate boards?		quota		No q			
7. What are the quotas for women in parliament?		quota		No q			
8. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?		quota quota		No q No q			
10. What are the quotas for women on candidate lists for local government?		quota		No q			
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		No	Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes		
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes		
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		Yes	Yes		
Division of responsibility within marriage	1	/					
22. Do spouses have equal rights to convey citizenship? 23. Are wives required to obey their husbands?		/es No		Ye N			
24. Must spouses jointly financially maintain the family?		/es		Ye			
JSING PROPERTY	'	ics					
Marital property regime 25. What is the default marital property regime?	Partial	community of pro	operty		No default		
26. Who administers marital property?		Both must agree		Е	Both must agree		
Protecting a wife's interests							
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N,	/A		
28. Are there special provisions governing the marital home?	1	No		N	0		
29. Does the law provide for valuation of nonmonetary contributions?	١	/es		Ye	25		
Property rights	Married	Unmarried			Unmarried		
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes		
Inheritance rights							
31. Do sons and daughters have equal inheritance rights?		/es		Ye			
32. Do female and male surviving spouses have equal inheritance rights?	1	/es		Ye	25		
GOING TO COURT				_			
Equality of access							
33. Are customary law courts recognized?		No		N			
34. Are personal law courts recognized?		No /aa		N			
35. Is a woman's testimony afforded equal weight to that of a man?	١	les		Ye	25		
Judicial representation 36. How many justices are on the constitutional court?		7		9			
37. Of those, how many are women?		1					
38. Is the Chief Justice a woman?		/es		N			
Efficiency of procedure							
39. Is there a small claims court/fast track procedure?	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	/es		N	0		
40. If yes, what is the maximum amount (%GNI/capita)?	15	55%		N,	/A		
PROVIDING INCENTIVES TO WORK							
Personal income tax							
41. Are childcare payments tax deductible?		No		N	0		
	Men	Women		Men	Women		
42. Are there tax deductions or credits specific to men/women?	No	No		No	No		
Childcare and education							
43. Is childcare subsidized or publicly provided?	\	/es		N	0		
44. Is primary education free and compulsory?	1	/es		Ye	25		
Financial support and care							
45. Does the government provide a child allowance to parents?		No		N	0		
46. Must employers provide leave to care for sick relatives?		/es		N			

	MOZAMBIQUE			MYANMAR				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			N	/A		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
Discrimination	No	No	No		N/A	N/A	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I Status No	Gender No	
GETTING A JOB			•				•	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	60	1	N/A		98	15	N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Gov	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	100%	N/A N/A		70% 0	70% 0	N/A N/A	
34. Now indiction such leave is unpaid (days)?			: IN/A				: N/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	١	No.			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		No.				lo		
59. Is it prohibited for prospective employers to ask about family status?		No.				lo		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		'es Vo				lo lo		
62. Are nursing mothers entitled to nursing breaks?		es es				lo		
63. Are parents entitled to flexible/part-time schedules?		No.				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			N/A	N/A		
65. When can one retire and get partial benefits?	55	60			N/A	N/A		
66. What is the mandatory retirement age?	55	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Yes No.				/es No		
68. Can women and men do the same jobs?		No						
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70. Can women work in these occupations in the same way as men:	No Mining	Factories	Yes Construction	Yes Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?		'es				lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A				lo		
74. Are there clear criminal penalties for domestic violence?		es Course	Foretional	Farancia		lo Cl	Foretional	F
75. Does domestic violence legislation cover the following abuse:	Physical Yes	Sexual Yes	Emotional Yes	Economic Yes	Physical No	Sexual No	Emotional No	Economic No
76. Does domestic violence legislation protect family members?		'es	ies	103		lo	110	110
77. Does domestic violence legislation protect former spouses?	Υ	'es			N	lo		
78. Does domestic violence legislation protect unmarried intimate partners?	Y	'es			N	lo		
79. Do protection orders for domestic violence exist?		'es				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?		No.				lo .		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?		lo 'es				lo lo		
·		Civil	Criminal			Civil	Criminal	
Sexual harassment	Legislation	remedies	penalties		Legislation	remedies	penalties	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Yes Yes	Yes Yes	Yes Yes		Yes No	No No	Yes No	
85. Is there legislation on sexual harassment in education?		es res	res			lo NO	INO	
86. Is there legislation on sexual harassment in public places?		Vo				lo		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			20	20		
88. Are there exceptions?	Y	'es			Y	es		
89. Is child marriage void or prohibited?		'es				es		
90. Is child marriage penalized?	Y	'es			N	lo		
Marital rape		·				la.		
91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?		es /A				lo lo		
93. Are rape perpetrators exempt if they are married to the victim?		lo				es es		
94. Are rape perpetutions exempt if they marry the victim?		lo				lo		
1. Unknown and broad and a familiar								

	NAMIDIA	NEDAL
REGION	NAMIBIA Sub-Saharan Africa	NEPAL South Asia
INCOME GROUP	Upper middle income	Low income
FEMALE POPULATION	1,207,264	14,536,095
FEMALE LABOR FORCE PARTICIPATION	56%	83%
	5070	0370
ACCESSING INSTITUTIONS Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government? 9. What are the quotas for women on specificate lists for parliament?	No quota	No quota 33%
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota > 0	40%
•	Married Unmarried	Married Unmarried
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	N/A N/A
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes N/A N/A	No No N/A N/A
21. Can a woman be "head of household" in the same way as a man?	N/A : N/A	N/A : N/A
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	Yes	No
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	No
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Full community of property	Separation of property
26. Who administers marital property?	Both must agree	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No Yes	No No
29. Does the law provide for valuation of nonmonetary contributions?		
Property rights 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Married Unmarried Yes Yes
Inheritance rights	1.0	1.05
31. Do sons and daughters have equal inheritance rights?	Yes	No
32. Do female and male surviving spouses have equal inheritance rights?	Yes	No
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	Yes	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	3	12
37. Of those, how many are women?	0	1
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	No	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	1%
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	No	No
44. Is primary education free and compulsory?	Yes	No
Financial support and care		
45. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	Yes	No

	Microfinance institutions No Gender No No Parental No N/A N/A N/A N/A	
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)? 48. Do the following provide information to credit agencies: Retailers Willities Yes No Yes No No No No No Discrimination 49. Is discrimination in access to credit prohibited based on: Barental benefits Maternity Parental Ma	No Gender No Parental No N/A N/A N/A	
47. Minimum loan amount covered by credit agencies (%GNI/capita)? 48. Do the following provide information to credit agencies: Retailers Wilities Yes No Yes No No No No Discrimination 49. Is discrimination in access to credit prohibited based on: Marital Status 49. Is discrimination in access to credit prohibited based on: Maternity Patemity Patemity Parental Maternity Patemity Pate	No Gender No Parental No N/A N/A N/A	
48. Do the following provide information to credit agencies: Retailers Utilities Microfinance institutions Yes No No No No	No Gender No Parental No N/A N/A N/A	
As Do the following provide information to credit agencies: Yes No Yes No	No Gender No Parental No N/A N/A N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on: No No No RETTING A JOB Parental benefits 50. Does the law mandate the following types of leave: Yes No No Yes No No Yes No 1. How much of such leave is paid (days)? 84 N/A N/A N/A 52. Who pays for such leave? Gov N/A N/A N/A 53. What % of wages are paid? 100% N/A N/A 54. How much of such leave is unpaid (days)? 0 N/A N/A Mother Father Mother Father 55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A N/A N/A N/A N/A N/A	Parental No N/A N/A N/A	
49. Is discrimination in access to credit prohibited based on: Parental Benefits No N	Parental No N/A N/A N/A	
Parental benefitsMaternityPatemityParentalMaternityPaternity50. Does the law mandate the following types of leave:YesNoNoYesNo51. How much of such leave is paid (days)?84N/AN/A52N/A52. Who pays for such leave?GovN/AN/AEmpN/A53. What % of wages are paid?100%N/AN/A100%N/A54. How much of such leave is unpaid (days)?0N/AN/A0N/AMotherFatherMotherFather55. In unpaid parental leave is there a portion that must be taken by the:N/AN/AN/AN/A	No N/A N/A N/A	
Parental benefitsMaternityPatemityParentalMaternityPaternity50. Does the law mandate the following types of leave:YesNoNoYesNo51. How much of such leave is paid (days)?84N/AN/A52N/A52. Who pays for such leave?GovN/AN/AEmpN/A53. What % of wages are paid?100%N/AN/A100%N/A54. How much of such leave is unpaid (days)?0N/AN/A0N/AMotherFatherMotherFather55. In unpaid parental leave is there a portion that must be taken by the:N/AN/AN/AN/A	No N/A N/A N/A	
50. Does the law mandate the following types of leave: Yes No No Yes No 1. How much of such leave is paid (days)? 84 N/A N/A 52 N/A 52 N/A 53. What % of wages are paid? 100% N/A N/A N/A 100% N/A 54. How much of such leave is unpaid (days)? 0 N/A N/A Mother Father 55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A	No N/A N/A N/A	
51. How much of such leave is paid (days)? 84 N/A N/A 52 N/A 52. Who pays for such leave? Gov N/A N/A Emp N/A 53. What % of wages are paid? 100% N/A N/A 100% N/A 54. How much of such leave is unpaid (days)? 0 N/A N/A 0 N/A Mother Father Mother Father 55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A N/A	N/A N/A N/A	
52. Who pays for such leave? Gov N/A N/A Emp N/A 53. What % of wages are paid? 100% N/A N/A 100% N/A 54. How much of such leave is unpaid (days)? 0 N/A N/A 0 N/A Mother Father Mother Father 55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A N/A	N/A	
54. How much of such leave is unpaid (days)? 0 N/A N/A 0 N/A Mother Father 55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A N/A N/A	-	
Mother Father 55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A N/A N/A	N/A	
55. In unpaid parental leave is there a portion that must be taken by the: N/A N/A N/A N/A		
56. In paid parental leave is there a portion that must be taken by the: N/A N/A N/A		
11/1 II/N		
Workplace protections		
57. Does the law mandate equal remuneration for work of equal value? Yes No		
58. Does the law mandate nondiscrimination based on gender in hiring? Yes No		
59. Is it prohibited for prospective employers to ask about family status? No No No No		
60. Is dismissal of pregnant workers prohibited? Yes No 1. Are mothers quaranteed an equivalent position after maternity leave? Yes No		
62. Are nursing mothers entitled to nursing breaks? No Yes		
63. Are parents entitled to flexible/part-time schedules? No No		
Retirement & pensions Women Men Wemen Men 64. When can one retire and get full benefits? 60 60 N/A N/A		
65. When can one retire and get partial benefits? 60 60 N/A N/A		
66. What is the mandatory retirement age? N/A N/A 55 55		
Working hours and industry restrictions		
67. Can women and men work the same night hours? Yes No		
68. Can women and men do the same jobs? Yes Yes		
69. Can women work in these types of jobs in the same way as men: Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate Arduous Hazardous Morally inappropriate Haz	annronriate	
Yes Yes Yes Yes Yes Yes		Δτο
		Arc
Yes Yes Yes Yes Yes Yes	Construction	
	Construction Yes	
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Metalwork Heavy lifting	Yes Other	n 0
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Metalwork Heavy lifting Yes	Yes	n 0
	Yes Other	n 0
Yes Yes Yes Yes Yes	Yes Other	n 0
Yes	Yes Other	n 0
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Yes Other	n 0
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? Yes Yes Yes Yes Yes Yes Yes	Yes Other	n 0
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? No Yes Yes Yes Yes Yes Yes Yes Ye	Yes Other	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? N/A 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation cover the following abuse: Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation cover the following abuse: Yes	Yes Other Yes Emotional	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation cover the following abuse: Yes Yes Yes Yes Yes Yes Yes 76. Does domestic violence legislation protect family members? Yes No	Yes Other Yes Emotional	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Does domestic violence legislation protect former spouses? 79. Does domestic violence legislation protect former spouses? 79. Does domestic violence legislation protect unmarried intimate partners? 79. Does domestic violence legislation protect unmarried intimate partners? 70. Does domestic violence legislation protect unmarried intimate partners? 70. Does domestic violence legislation protect unmarried intimate partners? 70. Does domestic violence legislation protect unmarried intimate partners? 71. Does domestic violence legislation protect unmarried intimate partners? 72. Is there domestic violence legislation protect unmarried intimate partners? 73. Is there domestic violence legislation protect unmarried intimate partners? 74. Are there aggravated penalties for Ves 75. Does domestic violence legislation protect unmarried intimate partners? 75. Does domestic violence legislation protect unmarried intimate partners? 76. Does domestic violence legislation protect unmarried intimate partners? 77. Does domestic violence legislation protect unmarried intimate partners? 78. Ves 79. Ve	Yes Other Yes Emotional	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation cover the following abuse: Yes Yes Yes Yes Yes Yes Yes 76. Does domestic violence legislation protect family members? Yes No 78. Does domestic violence legislation protect former spouses? Yes No 79. Do protection orders for domestic violence exist? Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual Emotional Economic Physical Sexual Emotional Economic Physical Sexual From Violence legislation cover the following abuse: 75. Does domestic violence legislation protect family members? 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence emove the perpetrator from the home? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Yes 82. Yes 83. Yes 84. Yes 85. Yes 86. Yes 86. Yes 87. Yes 88. Yes 88. Yes 89. Yes 89. Yes 80. Yes	Yes Other Yes Emotional	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual Physic	Yes Other Yes Emotional	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation cover the following abuse: Yes Yes Yes Yes Yes Yes Yes Yes 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? No No No No No No No No No N	Yes Other Yes Emotional Yes Criminal	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Yes Legislation Civil Criminal penalties Ves Legislation Civil remedies	Yes Other Yes Emotional Yes Criminal penalties	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation cover the following abuse: Physical Sexual Emotional Economic Physical Sexual 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? Pes Yes Yes Yes Yes Yes Yes Pes No Pes No Pes No R. Does domestic violence legislation protect unmarried intimate partners? Pes Yes Yes Yes Yes Yes No Pes No	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 7.2. Is there domestic violence legislation? 7.3. If not, are there aggravated penalties for offenses between spouses/family members? 7.4. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual Physical Sexual Emotional Economic Physical Sexual 7.5. Does domestic violence legislation cover the following abuse: 7.6. Does domestic violence legislation protect family members? 7.7. Does domestic violence legislation protect former spouses? 7.8. Does domestic violence legislation protect former spouses? 7.9. Do protection orders for domestic violence exist? 7.9. Do protection orders for domestic violence exist? 8.0. Do protection orders for domestic violence remove the perpetrator from the home? 8.1. Do protection orders for domestic violence prohibit contact? 8.2. Is there a specialized court/procedure for domestic violence? Pes Ves No Yes No 8.3. To protect against sexual harassment, do the following exist: Yes Yes No No No No No No No No No No No No No No No No No No No No No No No No No No No No No No No No No No N	Yes Other Yes Emotional Yes Criminal penalties	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 74. If not, are there aggravated penalties for offenses between spouses/family members? 75. In not, are there aggravated penalties for domestic violence? No Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Ves 79. Do protection orders for domestic violence exist? No No No No Res No No No No No No No No No N	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 74. If not, are there aggravated penalties for offenses between spouses/family members? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect family members? 79. Does domestic violence legislation protect family members? 79. Does domestic violence legislation protect family members? 79. Does domestic violence legislation protect former spouses? 79. Does protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence exist? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 12. Legislation Civil Criminal Cominal Cominal Cominal Cominal Civil Criminal Civil Cominal Civil Criminal Civil Criminal Civil Criminal Civil Cominal Civil Civil Cominal Civil Cominal Civil Cominal Civil Civil Cominal Civil Ci	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual Emotional Economic Physical Sexual Emotional Economic Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation protect family members? 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe soft of domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? No 79. Do protection orders for domestic violence exist? No 79. Do protection orders for domestic violence emove the perpetrator from the home? Yes No No No Sexual harassment Legislation Civil Criminal remedies Penalties Penaltie	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual Physical Sexual Physical Sexual Physical Sexual Physical Sexual Emotional Economic Physical Sexual Physical Physical Sexual Physical Sexual Physical Physical Sexual Physical Sexual Physical Sexual Physical Sexual Physical Physical Physical Sexual Physical P	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for offenses between spouses/family members? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect family members? 79. Does domestic violence legislation protect family members? 79. Does domestic violence legislation protect family members? 79. Does domestic violence legislation protect furniarried intimate partners? 79. Doe protection orders for domestic violence exist? 79. Ves 70. Does domestic violence exist? 79. Ves 70. Does domestic violence legislation protect unmarried intimate partners? 79. Ves 70. Doe protection orders for domestic violence exist? 79. Ves 70. Doe protection orders for domestic violence exist? 79. Ves 70. Doe protection orders for domestic violence exist? 79. Ves 70. Does domestic violence exist? 79.	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual Physical Sexual Physical Sexual Physical Sexual Physical Sexual Emotional Economic Physical Sexual Physical Physical Sexual Physical Sexual Physical Physical Sexual Physical Sexual Physical Sexual Physical Sexual Physical Physical Physical Sexual Physical P	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? No Physical Sexual Emotional Economic Physical Sexual 75. Does domestic violence legislation protect family members? Yes Yes Yes Yes Yes Yes Yes Yes Yes 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? No No No No No No No No No Sexual Harassment Legislation Protection orders for domestic violence prohibit contact? Yes Sexual harassment, do the following exist: Yes Yes No	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 7.2. Is three domestic violence legislation? 7.3. If not, are there aggravated penalties for offenses between spouses/family members? 7.4. Are there clear criminal penalties for domestic violence? No Physical Sexual Emotional Economic Physical Sexual Emotional Economic Physical Sexual Emotional Economic Physical Sexual Emotional Economic Physical Sexual Physica	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for offenses between spouses/family members? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect family members? 79. Ves 70. V	Yes Other Yes Emotional Yes Criminal penalties Yes	n O
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for offenses between spouses/family members? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect family members? 79. Does domestic violence legislation protect former spouses? 79. Ves 70. Does domestic violence legislation protect former spouses? 79. Ves 79. Does domestic violence legislation protect former spouses? 79. Ves 79. Does domestic violence legislation protect former spouses? 79. Ves 80. Doe protection orders for domestic violence ensist? 79. Ves 81. Do protection orders for domestic violence remove the perpetrator from the home? 79. Ves 81. Doe protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in employment: 96. Ves 97. No 90. No 90. So have there experience? 98. Ves 98. No 90. No 90. So have there expended? 90. No 90. Is child marriage pen of mar	Yes Other Yes Emotional Yes Criminal penalties Yes	n O

		NETHERLAN	ns		NEW ZEALAND
REGION		High income: OEO			High income: OECD
INCOME GROUP		High income			High income
FEMALE POPULATION		8,494,129			2,294,969
FEMALE LABOR FORCE PARTICIPATION		74%			73%
ACCESSING INSTITUTIONS					
Constitutional rights					
Does the constitution contain a clause on nondiscrimination?	Y	es		Ye	es
2. If yes, does it mention gender?		es		Ye	**
3. Does the constitution contain a clause on equality?	Y	es		N	0
	Recognized	Invalid		gnized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No .	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		Vo	N/A
Quotas 6. What are the quotas for women on corporate boards?	No.	juota		No q	unta
7. What are the quotas for women in parliament?		juota		No q	
What are the quotas for women in local government?		juota		No q	
9. What are the quotas for women on candidate lists for parliament?		uota		No q	
10. What are the quotas for women on candidate lists for local government?	No c	uota		No q	uota
Rights of married and unmarried women	Married	Unmarried	Ma	rried	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		es	Yes
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		I/A ′es	N/A Yes
13. Can a woman travel outside the country. In the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		es 'es	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes		'es	Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		′es	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes		es es	Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		′es ′es	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		es es	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N	I/A	N/A
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?		es		Ye	
23. Are wives required to obey their husbands?		lo		N	
24. Must spouses jointly financially maintain the family?	Yı	es		Ye	25
USING PROPERTY					
Marital property regime 25. What is the default marital property regime?	Eull co	ommunity of property		Dartial (community of property
26. Who administers marital property?		Both must agree			Both must agree
Protecting a wife's interests		ootii mast agree			out mase agree
27. If the husband administers property, is spousal consent required for major transactions?	N	/A		N/	/A
28. Are there special provisions governing the marital home?	Y	es		N	0
29. Does the law provide for valuation of nonmonetary contributions?	Y	es		Ye	es
Property rights	Married	Unmarried	Ma	rried	Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	١	⁄es	Yes
Inheritance rights					
31. Do sons and daughters have equal inheritance rights?		es		Ye	
32. Do female and male surviving spouses have equal inheritance rights?	Yı	es		Ye	25
GOING TO COURT					
Equality of access		lo.			ne.
33. Are customary law courts recognized? 34. Are personal law courts recognized?		lo lo		Ye N	
35. Is a woman's testimony afforded equal weight to that of a man?		es		Ye	
Judicial representation	Į,			10	
36. How many justices are on the constitutional court?	N	/A		N/	/A
37. Of those, how many are women?		/A		N/	
38. Is the Chief Justice a woman?	N	/A		N/	/A
Efficiency of procedure		_			
39. Is there a small claims court/fast track procedure?		es		Ye	
40. If yes, what is the maximum amount (%GNI/capita)?	64	1%		28	5%
PROVIDING INCENTIVES TO WORK					
Personal income tax 41. Are childcare payments tax deductible?		lo		Ye	nc .
TI. AIC CIMOCOTE POSITIENTS CON DEDUCTIVE!					
42 Are there the deductions or credit	Men	Women		len	Women
42. Are there tax deductions or credits specific to men/women?	No	No		No	No
Childcare and education 43. Is childcare subsidized or publicly provided?	v	es		Ye	عد
44. Is primary education free and compulsory?		es		Ye	
Financial support and care					
	V			Ye	ns.
45. Does the government provide a child allowance to parents?	Y.	es		10	E3

	NETHERLANDS			NEW ZEALAND				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	1	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	No	N/A		Yes	Yes	N/A	
Discrimination	Marita	l Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:	`	/es	Yes		Υ	es	Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	112	2	N/A		112	0	0	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		47%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	14	294	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		es			N			
58. Does the law mandate nondiscrimination based on gender in hiring?		es			Ye			
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?		es				2S		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				2S		
62. Are nursing mothers entitled to nursing breaks?		es				<u>2</u> S		
63. Are parents entitled to flexible/part-time schedules?		lo			N			
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			65	65		
55. When can one retire and get partial benefits?	67 N/A	67 N/A			65 N/A	65 N/A		
66. What is the mandatory retirement age?	N/A	IN/A			IN/A	N/A		
Working hours and industry restrictions	,	f			,	· .		
67. Can women and men work the same night hours?		/es				'es		
68. Can women and men do the same jobs?		/es			Y	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
	Yes		/es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining Yes	Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		162		Heavy lifting		162
71. Call women work on these tasks in the same way as men.	Yes	Yes	Yes		Yes	Yes	Yes	
DOTECTING WOMEN FROM WIGH FINGS	103	103	ics		ics	103	103	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	N	lo			Y	2S		
73. If not, are there aggravated penalties for offenses between spouses/family members?	Y	es			N,	/A		
74. Are there clear criminal penalties for domestic violence?	Y	es			N			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?		lo				2S		
77. Does domestic violence legislation protect former spouses?		lo			Ye			
78. Does domestic violence legislation protect unmarried intimate partners?	ľ	lo			Y			
79. Do protection orders for domestic violence exist?						nc		
80. Do protection orders for domestic violence remove the perpetrator from the home?		es			Yı			
81. Do protection orders for domestic violence prohibit contact?	N	es Io			Ye	<u>2</u> S		
82. Is there a specialized court/procedure for domestic violence?	N Y	es lo es			Ye	2S 2S		
	1 Y	es lo es lo	Criminal		Yı Yı Yı	2S 2S 2S	Criminal	
Sexual harassment	N Y	es lo es	Criminal penalties		Ye	2S 2S	Criminal penalties	
	1 Y	es lo es lo Civil			Yı Yı Yı	es es Civil		
83. To protect against sexual harassment, do the following exist:	Y Y Legislation	es lo Civil remedies	penalties		Ye Ye Ye Legislation	es es Civil remedies	penalties	
To protect against sexual harassment, do the following exist: Do the following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education?	Legislation Yes Yes	es lo es lo Civil remedies No	penalties Yes		Yes Yes Yes	Civil remedies Yes Yes	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes Yes	es lo Civil remedies No No	penalties Yes		Yes Yes	Civil remedies Yes Yes	penalties No	
To protect against sexual harassment, do the following exist: To be following exist concerning sexual harassment in employment: Is there legislation on sexual harassment in education? Is there legislation on sexual harassment in public places?	Legislation Yes Yes Yes	es lo es lo Civil remedies No No es	penalties Yes		Yes Yes Yes	Civil remedies Yes Yes	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes Yes	es lo lo Civil remedies No No es lo	penalties Yes		Yes Yes Yes Yes	ces	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes Yes Yes N Boys 18	es lo Civil remedies No No es lo Girls	penalties Yes		Yes Yes Yes Yes Yes Yes Yes	ces ces ces civil remedies Yes Yes Yes ces ces coiris	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes Yes Boys 18	es lo Civil remedies No No es lo Girls 18	penalties Yes		Yes Yes Yes Yes Yes Yes 18	ces ces ces civil remedies Yes Yes Yes ces ces coirls 18	penalties No	
33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: 35. Is there legislation on sexual harassment in education? 36. Is there legislation on sexual harassment in public places? Child and early marriage 37. What is the legal age of marriage for: 38. Are there exceptions? 39. Is child marriage void or prohibited?	Legislation Yes Yes Yes Boys 18	es lo Civil remedies No No Ses lo Girls 18	penalties Yes		Yes Yes Yes Yes Yes 18	ces ces ces civil remedies Yes Yes Yes ces ces coirls 18	penalties No	
33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: 35. Is there legislation on sexual harassment in education? 36. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes Yes Yes Boys 18	es lo Civil remedies No No es lo Girls 18 es es	penalties Yes		Yes Yes Yes Yes Yes 18	ces ces ces civil remedies Yes Yes Yes ces ces ces ces ces ces ces contractions	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes Yes Boys 18	es lo Civil remedies No No es lo Girls 18 es es	penalties Yes		Yes Yes Yes Yes Yes 18	ces	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Legislation Yes Yes Yes 18 Boys 18 Y	es lo Civil remedies No No es lo Girls 18 es es es	penalties Yes		Yes Yes Yes Yes Yes 18 Yes	ces ces ces ces ces civil remedies Yes Yes Yes ces ces cirls 18 ces ces ces ces ces ces ces ces ces ces	penalties No	
Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?	Legislation Yes Yes Yes Yes 18 Y Y	es do lo	penalties Yes		Vice September 18 Minus 18 Min	ces	penalties No	

	NICADACHA	NICED
	NICARAGUA	NIGER
REGION	Latin America & Caribbean	Sub-Saharan Africa
INCOME GROUP	Lower middle income	Low income
FEMALE POPULATION	3,118,592	9,190,551
FEMALE LABOR FORCE PARTICIPATION	50%	41%
ACCESSING INSTITUTIONS		
Constitutional rights	V	Y.
Does the constitution contain a clause on nondiscrimination? House does it mention contain.	Yes	Yes
2. If yes, does it mention gender?	Yes Yes	Yes Yes
3. Does the constitution contain a clause on equality?		
	Recognized Invalid	Recognized Invalid Yes Yes
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A No N/A	Yes Yes No N/A
Ouotas	NO N/A	NO NA
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	15%
8. What are the quotas for women in local government?	No quota	15%
9. What are the quotas for women on candidate lists for parliament?	50%	No quota
10. What are the quotas for women on candidate lists for local government?	50%	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
14. Can a woman travel outside her home in the same way as a man?15. Can a woman get a job in the same way as a man?	Yes Yes Yes Yes	Yes Yes No Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	No Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	No Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes Yes Yes	Yes Yes No Yes
· · · · · · · · · · · · · · · · · · ·	res res	NO : 162
Division of responsibility within marriage 22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Other
26. Who administers marital property?	Original owner	Other
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	m ·
28. Are there special provisions governing the marital home?	No	
29. Does the law provide for valuation of nonmonetary contributions?	Yes	
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	
32. Do female and male surviving spouses have equal inheritance rights?	Yes	
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	No Yes	No Yes
	162	res
Judicial representation 36. How many justices are on the constitutional court?	5	7
37. Of those, how many are women?	0	1
38. Is the Chief Justice a woman?	No	Yes
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	No
40. If yes, what is the maximum amount (%GNI/capita)?	206%	N/A
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	Yes No
Childcare and education		
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	No
Financial support and care		
45. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	Yes	No

		NICARAGUA		NIGER				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			232	2%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	Yes	Yes		No	No	No	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		<u> </u>	No.	No	
GETTING A JOB		•						
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	No	
51. How much of such leave is paid (days)?	84	5	N/A		98	1	N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Emp & Gov 100%	Emp 100%	N/A N/A		Emp & Gov 100%	Emp 100%	N/A N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
5 in the meet of sach leafe is dispose (adys).	Mother	Father	,,,,		Mother	Father	,,,,	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?		No			N			
60. Is dismissal of pregnant workers prohibited?		Yes			Yes Yes			
61. Are mothers guaranteed an equivalent position after maternity leave?		Yes Yes						
62. Are nursing mothers entitled to nursing breaks?		es Io			Ye N	es In		
63. Are parents entitled to flexible/part-time schedules?								
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 60	Men 60		
65. When can one retire and get run benefits?	60	60			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	,				.,,			
67. Can women and men work the same night hours?	1	Yes		Y	'es			
68. Can women and men do the same jobs?		No			No			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in these types of jobs in the same way as men.	Yes		res	Yes	No		Vo	No
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	No	Yes		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence							_	
72. Is there domestic violence legislation?	Y	es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	lo		
74. Are there clear criminal penalties for domestic violence?		es			N			
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes	Yes es	Yes	Yes	No N	No	No	No
77. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?		es es			N			
77. Does domestic violence legislation protect unmarried intimate partners?		es			N			
79. Do protection orders for domestic violence exist?		es				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y	es			N	lo		
81. Do protection orders for domestic violence prohibit contact?	Y	es			N	lo		
82. Is there a specialized court/procedure for domestic violence?	Y	es			N	0		
Sexual harassment			Criminal		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Legislation	Civil						
		remedies	penalties					
84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes				Yes Yes	No No	Yes Yes	
	Yes Yes	remedies No	penalties Yes		Yes Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes Yes	No No	penalties Yes		Yes Yes	No No lo	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes Yes Yes N Boys	remedies No No es Girls	penalties Yes		Yes Yes N N	No No o o Girls	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Yes Yes Yes N Boys 18	No No Signature Right No Right No Right No Right No Right R	penalties Yes		Yes Yes N N Boys 21	No No lo Girls 21	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes Yes Yes N Boys 18	No N	penalties Yes		Yes Yes N N Boys 21	No No lo Girls 21	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes	No No No Sirls 18	penalties Yes		Yes Yes N N Boys 21 Ye	No No No Oo Oo Girls 21	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes	No N	penalties Yes		Yes Yes N N Boys 21 Ye	No No lo Girls 21	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes	No No es lo Girls 18 es es es	penalties Yes		Yes Yes N N R Boys 21 Yes	No No O O O O O O O O O O O O O O O O O	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes	No No No es lo Girls 18 es es es	penalties Yes		Yes Yes N N N Boys 21 Yes	No No lo lo Girls 21 ess ess	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes	No No es lo Girls 18 es es es	penalties Yes		Yes Yes N N N Boys 21 Yi Yi Yi N N N N N N N N N N N N N N N	No No O O O O O O O O O O O O O O O O O	Yes	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes Yes Yes Yes Yes Y N Boys 18 Y Y N N N	No No No es Ido Girls 18 es Ses Ses Ses Ses Ses Ses Ses Ses Ses	penalties Yes		Yes Yes N N Boys 21 Yi Yi N N N N N N N N N N N N N N N N N	No N	Yes	

	NIGERIA	NORWAY
REGION	Sub-Saharan Africa	High income: OECD
INCOME GROUP	Lower middle income	High income
FEMALE POPULATION	87,630,281	2,564,449
FEMALE LABOR FORCE PARTICIPATION	49%	76%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	40%
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government? 9. What are the quotas for women on specificate lists for parliament?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota No quota	No quota 40%
•		
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	N/A N/A
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	No	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Deferred community of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests	AL/A	NI/A
27. If the husband administers property, is spousal consent required for major transactions?28. Are there special provisions governing the marital home?	N/A No	N/A Yes
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
·		Married Unmarried
Property rights 30. Do men and women have equal ownership rights to property?	Married Unmarried Yes Yes	Yes Yes
	10 10	163
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
	1.03	1.03
GOING TO COURT		
Equality of access 33. Are customary law courts recognized?	Yes	No
34. Are personal law courts recognized?	Yes	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation	1.03	
36. How many justices are on the constitutional court?	16	21
37. Of those, how many are women?	3	8
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	Yes	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	2049%	20%
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	Yes
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
		•
45. Does the government provide a child allowance to parents?	No	Yes

	NIGERIA				NORWAY			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	No	Yes		No	No	N/A	
Discrimination		Marital Status Gender				Gender		
49. Is discrimination in access to credit prohibited based on:	N	Vo	No		<u> </u>	No.	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		No	No	Yes	
51. How much of such leave is paid (days)?	84	N/A	N/A		N/A	N/A	343	
52. Who pays for such leave? 53. What % of wages are paid?	50%	N/A N/A	N/A N/A		N/A N/A	N/A N/A	Gov Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		N/A	N/A	0	
3 i noi mach of sach leafe is anjual (adys).	Mother	Father	:,,,,		Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			91	70		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	N.	lo			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?		lo				es		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo			N,			
62. Are nursing mothers entitled to nursing breaks?		es Io			Ye N	es L-		
63. Are parents entitled to flexible/part-time schedules?								
Retirement & pensions 64. When can one retire and get full benefits?	Women 50	Men 50			Women	Men 67		
65. When can one retire and get ruil benefits?	50	50			67 62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14/1	,,,,			14/11	,,,		
67. Can women and men work the same night hours?	\	/es			Y	'es		
68. Can women and men do the same jobs?		No			'es			
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in these types or jobs in the same way as men.	Yes		es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	No	No	No	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Yes			
73. If not, are there aggravated penalties for offenses between spouses/family members?	N				-			
74. Are there clear criminal penalties for domestic violence?	14	/A			N.			
	N	lo			N, Ye	/A es		
75 December 15 September 15 Sep	N Physical	lo Sexual	Emotional	Economic	N, Yo Physical	/A es Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	Physical Yes	Sexual Yes	Emotional Yes	Economic Yes	N, Ye Physical Yes	/A es Sexual No	Emotional Yes	Economic No
76. Does domestic violence legislation protect family members?	Physical Yes	Sexual Yes			Physical Yes	Sexual No		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Physical Yes Yes	Sexual Yes es			N, Yi Physical Yes Yi	/A es Sexual No es es		
76. Does domestic violence legislation protect family members?	Physical Yes Yes	Sexual Yes			N, Yi Physical Yes Yi Yi	/A es Sexual No es es		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes Yes Yes	Yes es es			N, Yo Physical Yes You You You You You You You Yo	/A es Sexual No es es es		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N Physical Yes Yes Yes Yes Yes	Yes es es es			N, Yo Physical Yes You You You You You You You Yo	VA Sexual No es ses ses ses ses ses ses ses ses ses		
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N Physical Yes Yes Yes Yes Yes Yes Yes Yes	Ves Sexual Yes es	Yes		N. Y. Physical Yes Yes Yes Yes Yes Yes	No Sexual No Ses Sexual No Ses	Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N Physical Yes Yes Yes Yes Yes Yes Yes Yes	Sexual Yes es es es es es Civil	Yes		N. Y. Physical Yes Yes Yes Yes Yes Yes	/A ess Sexual No ess ses ses ses ses ses ses ses ses se	Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes	Sexual Yes es es es es Civil remedies	Yes Criminal penalties		Physical Yes Yes Yes Yes Yes Yes No N	No Sexual No Ses	Yes Criminal penalties	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes	Sexual Yes es es es es es Civil	Yes		N, Yi Physical Yes Yi Yi Yi Yi N N	/A ess Sexual No ess ses ses ses ses ses ses ses ses se	Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical Yes	yes es es es es es es es es No	Criminal penalties Yes		N, Yi Physical Yes Yi Yi Yi Yi N Legislation Yes	/A Sexual No Sexual No Ses	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N Physical Yes	Ves es es es es es es es No No	Criminal penalties Yes		N. Yes Physical Yes Yes Yes Yes Yes N Legislation Yes Yes	/A Sexual No Sex	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	N Physical Yes	yes es e	Criminal penalties Yes		N, Ye Physical Yes Yi Yi Yi Yi N Legislation Yes Yes Yes Yes Yes Yes	VA 25 Sexual No 26	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N Physical Yes Yes Yi N Legislation Yes Yes Yes N Boys 18	yes es e	Criminal penalties Yes		N, Ye Physical Yes Ye Ye Ye Ye N N Legislation Yes Yes Yes Yes Yes 18	/A 25 Sexual No 26	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N Physical Yes	Ves es e	Criminal penalties Yes		N, Yi Physical Yes Yi Yi Yi Yi N N Legislation Yes Yes Yes 18	/A 25	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N Physical Yes	yes es e	Criminal penalties Yes		N, Yi Physical Yes Yi Yi Yi Yi N Legislation Yes Yes Yes Yes Yes Yes Yes Yes 18	/A 25	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N Physical Yes	Ves es e	Criminal penalties Yes		N, Yi Physical Yes Yi Yi Yi Yi N Legislation Yes Yes Yes Yes Yes Yes Yes Yes 18	/A 25	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Physical Yes	yes es e	Criminal penalties Yes		N, Yi Physical Yes Yi Yi Yi Yi N Legislation Yes Yes Yes Yi Yi Yi N Legislation Yes Yes Yes Yi	/A 25	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N Physical Yes	yes es e	Criminal penalties Yes		N, Yi Physical Yes Yes Yi Yi Yi N Legislation Yes Yes Yi Yi N Legislation Yes Yes Yi Yi N N N N N N N N N N N N N N N N N	/A	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	N Physical Yes	Ves es e	Criminal penalties Yes		N. Yes Physical Yes Yi Yi Yi N. Yi N. Yes Yes Yes Yes Yes Yes Yes Yes Yes N. Yi N. Yes Yes Yes N. Ye	/A	Yes Criminal penalties Yes	
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N Physical Yes	yes es e	Criminal penalties Yes		N. Yes Physical Yes Yi. Yes Yi. Yes N. Yes N. Legislation Yes Yes Yes Yes Yes 18 N. Yes N. Ye	/A	Yes Criminal penalties Yes	

		DAVICTAN		
	OMAN	PAKISTAN		
REGION	Middle East & North Africa	South Asia		
INCOME GROUP	High income	Lower middle income		
FEMALE POPULATION	1,387,214	90,000,515		
FEMALE LABOR FORCE PARTICIPATION	31%	26%		
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Yes	Yes		
2. If yes, does it mention gender?	Yes	Yes		
3. Does the constitution contain a clause on equality?	Yes	Yes		
	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	Yes No		
Quotas				
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament?	No quota	17.5%		
8. What are the quotas for women in local government? 9. What are the quotas for women on candidate lists for parliament?	No quota No quota	22% No quota		
What are the quotas for women on candidate lists for local government? 10. What are the quotas for women on candidate lists for local government?	No quota	No quota		
	Married Unmarried	Married Unmarried		
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	No Yes	No Yes		
12. Can a woman apply for a national ID card in the same way as a man?	No No	No Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man?	No Yes	Yes Yes		
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes No Yes		
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
19. Can a woman choose where to live in the same way as a man?	No Yes	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man?	No No	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	No Yes	N/A N/A		
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	No	No		
23. Are wives required to obey their husbands?	No	No		
24. Must spouses jointly financially maintain the family?	No	No		
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property	Separation of property		
26. Who administers marital property?	Original owner	Original owner		
Protecting a wife's interests	N /A	N /A		
27. If the husband administers property, is spousal consent required for major transactions?28. Are there special provisions governing the marital home?	N/A No	N/A No		
29. Does the law provide for valuation of nonmonetary contributions?	No	No		
·	Married Unmarried	Married Unmarried		
Property rights 30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes		
Inheritance rights		100 ; 100		
31. Do sons and daughters have equal inheritance rights?	No	No		
32. Do female and male surviving spouses have equal inheritance rights?	No	No		
GOING TO COURT				
Equality of access 33. Are customary law courts recognized?	No	No		
34. Are personal law courts recognized?	Yes	Yes		
35. Is a woman's testimony afforded equal weight to that of a man?	No	No		
Judicial representation	110	NO		
36. How many justices are on the constitutional court?	N/A	17		
37. Of those, how many are women?	N/A	0		
38. Is the Chief Justice a woman?	N/A	No		
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes	Yes		
40. If yes, what is the maximum amount (%GNI/capita)?	205%	69%		
PROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No	No		
	Men Women	Men Women		
42. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education				
43. Is childcare subsidized or publicly provided?	No	Yes		
44. Is primary education free and compulsory?	Yes	Yes		
Financial support and care				
45. Does the government provide a child allowance to parents?	No	No		
46. Must employers provide leave to care for sick relatives?	No	No		

		٩O	AN		PAKISTAN			
BUILDING CREDIT							-	
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
		!	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	institutions		Retailers No	Utilities No	institutions	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB							•	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	50	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		No				lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		es Io				es Io		
62. Are nursing mothers entitled to nursing breaks?		lo				lo		
63. Are parents entitled to flexible/part-time schedules?		lo			N			
	Women							
Retirement & pensions 64. When can one retire and get full benefits?	55	Men 60			Women 55	Men 60		
65. When can one retire and get partial benefits?	45	45			50	55		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions		•						
67. Can women and men work the same night hours?		No			Υ	/es		
68. Can women and men do the same jobs?		No			1	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	annvanriata	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can nomen work in diese types or jobs in die same way as men.								
	No Mining		/es Construction	No Other	No Mining	Υ	es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	No	١	/es	No	No	Υ	'es	Yes
	No Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	No Other	No Mining No Metalwork	Factories No Heavy lifting	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining Yes	Factories Yes	/es Construction Yes	No Other	No Mining No	Factories No	res Construction Yes	Yes Other
70. Can women work in these occupations in the same way as men:	No Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	No Other	No Mining No Metalwork	Factories No Heavy lifting	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	No Other	No Mining No Metalwork	Factories No Heavy lifting	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	No Other	No Mining No Metalwork	Factories No Heavy lifting Yes	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	No Other	No Mining No Metalwork Yes	Factories No Heavy lifting Yes	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	No Other	No Mining No Metalwork Yes	Factories No Heavy lifting Yes	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	No Other	No Mining No Metalwork Yes	Factories No Heavy lifting Yes	Construction Yes Other	Yes Other
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	No Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo Sexual No	es Construction Yes Other Yes	No Other Yes	No Mining No Metalwork Yes Yes Yes Physical Yes	Factories No Heavy lifting Yes es /A es Sexual Yes	es Construction Yes Other No	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No	res Construction Yes Other Yes Emotional	No Other Yes	No Mining No Metalwork Yes Yes Yes Physical Yes	Factories No Heavy lifting Yes es /A es Sexual Yes	es Construction Yes Other No Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	No Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No	res Construction Yes Other Yes Emotional	No Other Yes	No Mining No Metalwork Yes Yi N, Yi Physical Yes	Factories No Heavy lifting Yes es Sexual Yes es Sexual Yes	es Construction Yes Other No Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo Sexual No lo lo lo	res Construction Yes Other Yes Emotional	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes Physical Yes Yes	Factories No Heavy lifting Yes es Sexual Yes es lo	es Construction Yes Other No Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No Mining Yes Metalwork Yes No Physical No	Factories Yes Yes Heavy lifting Yes lo lo lo lo sexual lo lo lo lo	res Construction Yes Other Yes Emotional	No Other Yes	No Mining No Metalwork Yes Yis No Physical Yes Yis Yes Yis Yes Yis Yes Yis Yes	Factories No Heavy lifting Yes es Sexual Yes Sexual Yes es Sexual Yes Sexual Yes Sexual Yes	es Construction Yes Other No Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Mining Yes Metalwork Yes No Physical No	Factories Yes Yes Heavy lifting Yes lo lo lo lo Sexual No lo lo lo lo lo	res Construction Yes Other Yes Emotional	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting Yes es //A es Sexual Yes es es es es es	es Construction Yes Other No Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes loo loo Sexual No loo loo loo loo loo loo loo loo loo	res Construction Yes Other Yes Emotional	No Other Yes	No Mining No Metalwork Yes Yes Yes You Physical Yes You You You You You You You You You Yo	Factories No Heavy lifting Yes es /A es Sexual Yes es lo loes es es	es Construction Yes Other No Emotional	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting Yes es Sexual Yes es lo es es Civil	es Construction Yes Other No Emotional Yes Criminal	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	No Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo	res Construction Yes Other Yes Emotional No Criminal penalties	No Other Yes	No Mining No Metalwork Yes Yis No Physical Yes Yis No	Factories No Heavy lifting Yes es Yes Sexual Yes es Civil remedies	es Construction Yes Other No Emotional Yes Criminal penalties	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	No Mining Yes Metalwork Yes No Physical No No Legislation No	Factories Yes Yes Heavy lifting Yes lo lo lo lo Sexual lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting Yes es Sexual Yes es Lo	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Mining Yes Metalwork Yes No Physical No No Legislation No No	Factories Yes Yes Heavy lifting Yes lo	res Construction Yes Other Yes Emotional No Criminal penalties	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes Yes Yes You Physical Yes You You You You You You You You You Yo	Factories No Heavy lifting Yes es /A es Sexual Yes es es es ctivil remedies Yes Yes	es Construction Yes Other No Emotional Yes Criminal penalties	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect tormer spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Mining Yes Metalwork Yes No Physical No No Legislation No No	Factories Yes Heavy lifting Yes lo l	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes You Physical Yes You You You You You You You You You Yo	Factories No Heavy lifting Yes es /A es Sexual Yes es es es lo lo es es es ey Yes es e	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	No Mining Yes Metalwork Yes No Physical No No Legislation No No	Factories Yes Yes Heavy lifting Yes lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes You Physical Yes You You You You You You You You You Yo	Factories No Heavy lifting Yes es //A es Sexual Yes es e	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect turnuarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	No Mining Yes Metalwork Yes No Physical No No Legislation No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yes Yes You Physical Yes You You You You You You You You You Yo	Factories No Heavy lifting Yes es /A es Sexual Yes es es es lo lo es es es es es es Girls	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No Mining Yes Metalwork Yes No No No No Legislation No	Factories Yes Yes Heavy lifting Yes lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yes Yes You Physical Yes You You You You You You You You You Yo	Factories No Heavy lifting Yes es //A es Sexual Yes es e	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect turnuarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	No Mining Yes Metalwork Yes No Physical No No Legislation No	Factories Yes Heavy lifting Yes lo lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yis No Metalwork Yes Yis No	Factories No Heavy lifting Yes es /A es Sexual Yes es es lo loes es es Civil remedies Yes es es Girls 18	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No Mining Yes Metalwork Yes No Physical No No No Legislation No	Factories Yes Heavy lifting Yes lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting Yes Pes Sexual Yes Sexual Yes Sexual Yes Yes Yes Yes Temedies Yes Yes Yes Temedies Yes Temedies Yes Temedies Temedies Temedies Temedies Temedies Temedies Temedies Temedies	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No Mining Yes Metalwork Yes No Physical No No No Legislation No	Factories Yes Heavy lifting Yes lo lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting Yes Pes Sexual Yes Sexual Io Sexual Yes Sexual Io S	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	No Mining Yes Metalwork Yes Physical No	Factories Yes Heavy lifting Yes lo lo lo lo Sexual No lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yis No Metalwork Yes Yis Physical Yes Yis No Yis Physical Yes Yis No	Factories No Heavy lifting Yes Pes Sexual Yes Sexual Io Sexual Yes Sexual Io S	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	No Mining Yes Metalwork Yes No Physical No	Factories Yes Heavy lifting Yes lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting Yes Sexual In the sexual Yes Yes Sexual In the sexual Yes Sexual In the sexual Yes Sexual In the sexua	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Mining Yes Metalwork Yes No Physical No	Factories Yes Yes Heavy lifting Yes loo loo loo loo loo loo loo loo loo lo	res Construction Yes Other Yes Emotional No Criminal penalties No	No Other Yes	No Mining No Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories No Heavy lifting Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	es Construction Yes Other No Emotional Yes Criminal penalties Yes	Yes Other Yes

	PANAMA		PAPUA NEW GUINEA		
REGION	Latin America & Caribbean			East Asia & Pacific	
INCOME GROUP		Upper middle income		Lower middle income	
EMALE POPULATION		1,943,	920		3,662,233
EMALE LABOR FORCE PARTICIPATION		539	%		72%
CCESSING INSTITUTIONS					
Constitutional rights					
1. Does the constitution contain a clause on nondiscrimination?	Yes			_	lo
2. If yes, does it mention gender?	Yes Yes			_	/A
B. Does the constitution contain a clause on equality?					es
A le cuetomaru law recognized / invalid if it violates provisions on pondiscrimination or equality?	Recognized No	Invalid N/A		Recognized Yes	Invalid Yes
 Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	No	N/A		No	N/A
Ouotas	110	14//		140	14/1
5. What are the quotas for women on corporate boards?	No quota			No (quota
7. What are the quotas for women in parliament?	No quota			No (quota
8. What are the quotas for women in local government?	No quota			No (quota
9. What are the quotas for women on candidate lists for parliament?		0%		_	quota
10. What are the quotas for women on candidate lists for local government?		quota			quota
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A
Division of responsibility within marriage	V	/es			es
22. Do spouses have equal rights to convey citizenship? 23. Are wives required to obey their husbands?		ves Vo			lo
24. Must spouses jointly financially maintain the family?		/es			es es
JSING PROPERTY					
Marital property regime					
25. What is the default marital property regime?	Deferred	d community of p	property	Sep	aration of property
26. Who administers marital property?		Original owner			Original owner
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?		I/A		_	/A
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?		/es			lo
Property rights	Married	Unmarried			Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes
Inheritance rights		:			:
31. Do sons and daughters have equal inheritance rights?)	/es		Y	es
32. Do female and male surviving spouses have equal inheritance rights?	Y	/es		Y	es
OING TO COURT					
Equality of access					
33. Are customary law courts recognized?	١	Vo		Y	'es
34. Are personal law courts recognized?		Vo			lo
35. Is a woman's testimony afforded equal weight to that of a man?	Y	/es		١	'es
Judicial representation		0			20
36. How many justices are on the constitutional court? 37. Of those, how many are women?		0		_	9
38. Is the Chief Justice a woman?		Vo		_	lo
Efficiency of procedure					
39. Is there a small claims court/fast track procedure?)	⁄es		Y	es
40. If yes, what is the maximum amount (%GNI/capita)?	4	5%		_	9%
ROVIDING INCENTIVES TO WORK					
Personal income tax					
11. Are childcare payments tax deductible?	N	Vo		- 1	lo
	Men	Women		Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No		No	No
Childcare and education					
					lo
43. Is childcare subsidized or publicly provided?		/es		_	
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		/es /es		_	lo
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?	Y			1	

	PANAMA				PAPUA NEW GUINEA			
BUILDING CREDIT								
Credit agencies 47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			N	/A		
• • • • • • • • • • • • • • • • • • • •		!	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	Yes	No		N/A	N/A	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			I Status No	Gender No	
·		V O	INU			NO .	INU	
GETTING A JOB	Barton St.	D. L	D tal			D. L	Demotel	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	98	N/A	N/A		0	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		N/A	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		N/A	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		42	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections		t.						
57. Does the law mandate equal remuneration for work of equal value?		lo lo				lo lo		
58. Does the law mandate nondiscrimination based on gender in hiring? 59. Is it prohibited for prospective employers to ask about family status?		lo lo				10 10		
60. Is dismissal of pregnant workers prohibited?		es es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		es				lo		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	57	62			55	55		
65. When can one retire and get partial benefits?	55	60			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		/es				Vo		
68. Can women and men do the same jobs?		No :				No ·		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70 Consumer and in the constraint in the constraint in the constraint	No Mining		es Construction	Yes Other	Yes Mining		es Construction	No Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
Domestic violence	Y	es			Y	es		
Domestic violence 72. Is there domestic violence legislation?		es /A				es /A		
Domestic violence	N				N			
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A	Emotional	Economic	N	/A	Emotional	Economic
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N Y Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	N Y Physical Yes	/A es Sexual Yes	Emotional Yes	Economic No
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N Y Physical Yes	es Sexual Yes	•		Physical Yes	/A es Sexual Yes es		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N Y Physical Yes Y	yes es es	•		Physical Yes You	yes Yes lo		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Y Y Y Y Y Y	/A es Sexual Yes es es es	•		Physical Yes Yes N	/A es Sexual Yes es lo		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Yes Yes Y Y Y	/A es Sexual Yes es es es es	•		Physical Yes Yes N N N N N Y Y N N N Y Y Y Y Y Y Y Y Y	/A ess Sexual Yes es lo lo lo ess		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Yes Y Y Y Y Y	/A ees Sexual Yes es es es es es es es	•		Physical Yes Yin Market	/A es Sexual Yes es lo lo es es es		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es es es es	•		N Yes Physical Yes Yes N N Y	/A ess Sexual Yes es lo lo lo ess		
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es e	Yes		N Yes Yes Yes N N Y	/A es Sexual Yes es Iolo Iolo es es es Civil	Yes	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes Yes Y Y Y Y Y Y Legislation	/A es Sexual Yes es es es es Civil remedies	Yes Criminal penalties		N Yes Yes Yes N N Y Yes Yes	/A ees Sexual Yes es lo lo lo ees es ecs civil remedies	Yes Criminal penalties	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Legislation Yes	/A es Sexual Yes es es es es es es es es No	Criminal penalties Yes		N Y Y Physical Yes Yes N N Y Y Legislation	/A es Sexual Yes es lo lo lo es es c Civil remedies No	Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es es es es Civil remedies	Yes Criminal penalties		No No	/A ees Sexual Yes es lo lo lo ees es ecs civil remedies	Yes Criminal penalties	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es es es es es es No No	Criminal penalties Yes		No No No	/A es Sexual Yes es lo lo lo es es es No No	Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Physical Yes Yes Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es es es es es No No No	Criminal penalties Yes		No N	/A es Sexual Yes es lo lo lo es es es No No lo lo lo	Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Physical Yes Yes Y Y Y Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es es es es es es No No No lo	Criminal penalties Yes		No No No	/A es Sexual Yes es lo lo lo es es es Civil remedies No No lo	Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes N Boys 18	/A es Sexual Yes es es es es es es es No No No do Girls	Criminal penalties Yes		N Y Yes Yes Y Y N N N N N N N N N N N N N N N N N	/A es Sexual Yes es lo lo lo es es es No No lo lo Girls	Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes N N N Boys 18	/A es Sexual Yes es es es es es es No No No lo lo Girls 18 es lo	Criminal penalties Yes		N Y Yes Yes Yes Yes Yes Yes Yes Yes Yes Y	/A ees Sexual Yes es lo lo lo es es es No No lo lo Girls 21 es es	Yes Criminal penalties No	
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes N N N Boys 18	/A ses Sexual Yes ses ses ses ses ses Ses Ses ses ses s	Criminal penalties Yes		N Y Yes Yes Yes Yes Yes Yes Yes Yes Yes Y	/A es Sexual Yes es lo lo lo lo es es es Civil remedies No No lo	Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y S Legislation Yes Yes N N N Boys 18	/A es Sexual Yes es e	Criminal penalties Yes		N Y Yes Yes Yes Yes N N Y Y Y Legislation No No No No Y Y Y Y Y Y Y Y Y Y Y Y Y	/A ees Sexual Yes es lo lo lo ees ees ev Civil remedies No No lo lo lo lo ees es es	Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical Yes Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A es Sexual Yes es e	Criminal penalties Yes		No N	/A es Sexual Yes es lo lo lo lo es es es es es 2 Civil remedies No No lo lo Girls 21 es es es	Yes Criminal penalties No	
Pomestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	N Y Physical Yes Y Y Y Y Y Y Legislation Yes Yes N N Boys 18 Y N N N N N N N N N N N N N N N N N N	/A es Sexual Yes es e	Criminal penalties Yes		No N	/A ees Sexual Yes es lo lo lo ees ees ev Civil remedies No No lo lo lo lo ees es es	Yes Criminal penalties No	Economic No

Ye N	lo	caribbean e income 42		PERU Latin America & Caribbean Upper middle income 15,349,299 69%
N Ye Recognized	Upper middle 3,432,3- 59% es	e income 42		Upper middle income 15,349,299 69%
N Ye Recognized	3,432,34 59% ees	42		15,349,299 69%
N Ye Recognized	59% les			69%
N Ye Recognized	es lo			
N Ye Recognized	lo			'es
N Ye Recognized	lo			'es
N Ye Recognized	lo			'es
Ye Recognized			V	
Recognized	52		Ţ	⁄es
	Yes		Y	⁄es
	Recognized Invalid		Recognized	Invalid
	N/A		No	N/A
No	N/A		No	N/A
No quota			No	quota
<u> </u>				quota
				0%
				0%
				Unmarried
				Yes
Yes	Yes		Yes	Yes
Yes	Yes		Yes	Yes
Yes	Yes		Yes	Yes
Yes	Yes		Yes	Yes
Yes	Yes		Yes	Yes
Yes	Yes		Yes	Yes
Yes	Yes		Yes	Yes
Yes	Yes		Yes	Yes
				Yes
N/A	N/A		N/A	N/A
Ye	es		Y	Yes
N	10		N	No
Ye	es		Υ	Yes
Partial o	community of pror	perty	Partial	community of property
P	3oth must agree			Both must agree
N,	/A		N'	N/A
N	lo		ı	No
Ye	es		Υ	/es
Married	Unmarried		Married	Unmarried
Yes	Yes		Yes	Yes
Yr	es		γ	⁄es
				⁄es
	1-			
				No
				No
Ye	52		Y	Yes
				7
				1
N	10		N	No
				No
111	1%		N	I/A
N	lo		1	No
	Women		Men	Women
Mon	vvoilleii			No
Men			No	
Men No	No		No	INU
No	No			
No Ye	No es		Y	/es
No Ye	No		Y	:
No Ye	No No es		Y	/es
	No q	Yes Yes No Yes No Yes No Yes Married Unmarried Yes Yes No No No Yes 3 1 No Yes 111% Yes	No quota	No quota

	PARAGUAY				PERU			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
•		!	Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	institutions		Retailers No	Utilities Yes	institutions	
Discrimination		Status	Gender				Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Vo	No		Marital V	es es	Yes	
·		10	110				ics	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 63	Yes 2	No N/A		Yes 90	Yes 4	No N/A	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Emp	N/A	
53. What % of wages are paid?	50%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	21	0	N/A		0	0	N/A	
	Mother	Father			Mother	Father	· · · · · ·	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	Y	es			Y	25		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo			N			
59. Is it prohibited for prospective employers to ask about family status?		lo			N			
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	2S		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Y	<u>2</u> S		
62. Are nursing mothers entitled to nursing breaks?	Y	es			Ye	<u>2</u> S		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			65	65		
55. When can one retire and get partial benefits?	55	55			65	65		
66. What is the mandatory retirement age?	N/A	N/A			70	70		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	}	es/es			Υ	'es		
68. Can women and men do the same jobs?)	'es			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	ppropriate	Arduous
	Yes	١	⁄es	Yes	Yes	Y	es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Y	<u>2</u> S		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N,	/A		
74. Are there clear criminal penalties for domestic violence?	Y	es			Y	<u>2</u> S		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econom
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?	Y	es			Ye	<u>2</u> S		
77. Does domestic violence legislation protect former spouses?		es			Ye			
78. Does domestic violence legislation protect unmarried intimate partners?		es			Ye			
79. Do protection orders for domestic violence exist?		es			Y			
80. Do protection orders for domestic violence remove the perpetrator from the home?	V				Ye			
81. Do protection orders for domestic violence prohibit contact?		es						
82. Is there a specialized court/procedure for domestic violence?	Y	es			Y			
Sexual harassment	Yı Yı	es es	Criminal		Ye	<u>2</u> S	Criminal	
Sexual Harassinetic	Y	es	Criminal penalties				Criminal penalties	
	Yı Yı	es Civil			Ye	es Civil		
83. To protect against sexual harassment, do the following exist:	Yo Yo Legislation	es Civil remedies	penalties		Legislation	Civil remedies	penalties	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	es Civil remedies No	penalties Yes		Legislation Yes Yes Yes	Civil remedies Yes Yes Yes	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	es Civil remedies No	penalties Yes		Legislation Yes Yes	Civil remedies Yes Yes Yes	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes	es Civil remedies No No	penalties Yes		Legislation Yes Yes Yes	Civil remedies Yes Yes Yes	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes Yes N	es Civil remedies No No lo lo lo lo control remedies No	penalties Yes		Legislation Yes Yes Yes Yes	Civil remedies Yes Yes Yes	penalties No	
33. To protect against sexual harassment, do the following exist: B4. Do the following exist concerning sexual harassment in employment: B5. Is there legislation on sexual harassment in education? B6. Is there legislation on sexual harassment in public places? Child and early marriage B7. What is the legal age of marriage for:	Yes Yes Yes N Boys 20	es es Civil remedies No No lo lo Girls	penalties Yes		Legislation Yes Yes Yes Yes Solution Yes	Civil remedies Yes Yes Yes Ses Girls 18	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes Yes Yes N Boys 20 Ye	es es Civil remedies No No lo lo Girls 20	penalties Yes		Legislation Yes Yes Yes Yes Soys 18	Civil remedies Yes Yes Yes Ses Girls 18	penalties No	
33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: 35. Is there legislation on sexual harassment in education? 36. Is there legislation on sexual harassment in public places? Child and early marriage 37. What is the legal age of marriage for: 38. Are there exceptions? 39. Is child marriage void or prohibited?	Yes Yes Yes N Boys 20 Ye	ces ces civil remedies No No lo lo Girls 20 es	penalties Yes		Legislation Yes Yes Yes Yes Yas 18	Civil remedies Yes Yes Yes Ses Ses Girls 18	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes Yes Yes N Boys 20 Ye	ces ces civil remedies No No lo lo Girls 20 es es	penalties Yes		Yes Yes Yes Yes Yes 18	Civil remedies Yes Yes Yes Ses Ses Girls 18	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes Yes Yes N Boys 20 Ye	ces ces civil remedies No No lo lo Girls 20 es es	penalties Yes		Yes Yes Yes Yes Yes 18	remedies Yes Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Yes Yes Yes N Boys 20 Ye	es e	penalties Yes		Vice Legislation Yes Yes Yes Yis Hongs 18 Yis	remedies Yes Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	penalties No	
83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marrial rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they marry the victim?	Yes Yes Yes N Boys 20 Yes N N Yes	es ses civil remedies No No No lo lo lo lo ses ses lo	penalties Yes		Yes Yes Yes Yes Yes 18 Yes Yes	civil remedies Yes Yes 25 25 318 38 48 40 00	penalties No	

	PHILIPPINES			POLAND		
DECION		East Asia & Pacific				
REGION INCOME GROUP		I ower middle income		High income: OECD High income		
FEMALE POPULATION		49,965,757		19,655,977		
FEMALE LABOR FORCE PARTICIPATION		53%		60%		
		0,000		00 /0		
ACCESSING INSTITUTIONS						
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	N	No	Ye	•		
2. If yes, does it mention gender?		I/A	No			
3. Does the constitution contain a clause on equality?		es es	Ye			
	Recognized Invalid		Recognized	Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A		
Quotas						
6. What are the quotas for women on corporate boards?	No quota		No qu	ıota		
7. What are the quotas for women in parliament?	No quota		No qu	ıota		
8. What are the quotas for women in local government?	2%		No qu			
9. What are the quotas for women on candidate lists for parliament?		quota	35'			
10. What are the quotas for women on candidate lists for local government?		quota	35'			
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried		
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	No N/A	Yes N/A	Yes Yes	Yes Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes		
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes	Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes		
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes	Yes		
21. Can a woman be "head of household" in the same way as a man?	No	Yes	N/A	N/A		
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	N	No	Ye	S		
23. Are wives required to obey their husbands?		No	No			
24. Must spouses jointly financially maintain the family?	Ye	'es	Ye	S		
JSING PROPERTY						
Marital property regime	- 11					
25. What is the default marital property regime?	Full co	ommunity of property		ommunity of property		
26. Who administers marital property?		Other	В	oth must agree		
Protecting a wife's interests	M	1/4	NI/	۸		
If the husband administers property, is spousal consent required for major transactions? Are there special provisions governing the marital home?		Vo	N/			
29. Does the law provide for valuation of nonmonetary contributions?		es es	Ye			
Property rights	Married	Unmarried		Unmarried		
80. Do men and women have equal ownership rights to property?	No	Yes	Yes	Yes		
Inheritance rights		:				
31. Do sons and daughters have equal inheritance rights?	Ye	'or				
32. Do female and male surviving spouses have equal inheritance rights?		62	Ye	Ş		
	Ye	es es	Ye Ye			
	Yı					
OING TO COURT	Y.					
OING TO COURT Equality of access		es es	Ye	S		
OING TO COURT Equality of access 33. Are customary law courts recognized?	Ye			s		
COING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized?	Ye Ye	es es	Ye No	s)		
GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	Ye Ye	es es es	Ye No No	s)		
GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation	Yi Yi Yi	es es es	Ye No No	S 0 0 0 0 0 5 S		
COING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women?	Yi Yi Yi 1	es es es es es es 55 3	No. No. No. Ye	S		
EQUALITY OF ACCESS 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? **Judicial representation** 36. How many justices are on the constitutional court? 37. Of those, how many are women?	Yi Yi Yi 1	es es es es	No. No. Ye	S		
Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure	Yi Yi Yi	es es es es is is is is is is	No.	S		
COING TO COURT Equality of access 83. Are customary law courts recognized? 84. Are personal law courts recognized? 85. Is a woman's testimony afforded equal weight to that of a man? Solutical representation 86. How many justices are on the constitutional court? 87. Of those, how many are women? 88. Is the Chief Justice a woman? Efficiency of procedure 89. Is there a small claims court/fast track procedure?	Yi Yi Yi 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	es es es es is is is is is is	No. No. No. Ye 15 4 No.	S		
OING TO COURT Equality of access 13. Are customary law courts recognized? 14. Are personal law courts recognized? 15. Is a woman's testimony afforded equal weight to that of a man? Indicial representation 16. How many justices are on the constitutional court? 17. Of those, how many are women? 18. Is the Chief Justice a woman? Efficiency of procedure 19. Is there a small claims court/fast track procedure? 10. If yes, what is the maximum amount (%GNI/capita)?	Yi Yi Yi 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	es es es es is is is is is is	No.	S		
COING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 99. Is there a small claims court/fast track procedure? 10. If yes, what is the maximum amount (%GNI/capita)? ROVIDING INCENTIVES TO WORK	Yi Yi Yi 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	es es es es is is is is is is	No. No. No. Ye 15 4 No.	S		
COING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 19. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? ROVIDING INCENTIVES TO WORK Personal income tax	1 1 3 4 4 5 6	es e	15 4 No	S		
Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 49. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? ROVIDING INCENTIVES TO WORK Personal income tax	Yi Yi Yi 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	es e	No No Ye 23'	S		
COING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 99. Is there a small claims court/fast track procedure? 10. If yes, what is the maximum amount (%GNI/capita)? ROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible?	Yo Y	es e	Ye No No Ye 23'	S		
GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible?	Yi Yi Yi 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	es e	No No Ye 23'	S		
COING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 10. If yes, what is the maximum amount (%GNI/capita)? ROVIDING INCENTIVES TO WORK Personal income tax 11. Are childcare payments tax deductible? 12. Are there tax deduction or credits specific to men/women? Childcare and education	You	es e	No No Yes No No No No No No No N	S		
Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? ROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deduction or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided?	You	es e	No Ye Ye No Ye Ye Ye No Ye Ye Ye Ye Ye No Ye Ye Ye Ye Ye Ye Ye Y	S		
Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? ROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	You	es e	No No Yes No No No No No No No N	S		
ioling To Court Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?	Yo Y	es e	No Ye Ye No Ye Ye Ye No Ye Ye Ye Ye Ye No Ye Ye Ye Ye Ye Ye Ye Y	S		

	PHILIPPINES				POLAND			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		No	Yes	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Yes	Gender Yes			I Status No	Gender Yes	
GETTING A JOB			•				•	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	60	7	N/A		182	14	182	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	Gov	Gov	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0 Father	898	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 30	30		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		'es				es		
58. Does the law mandate nondiscrimination based on gender in hiring?		No.				lo lo		
59. Is it prohibited for prospective employers to ask about family status?60. Is dismissal of preqnant workers prohibited?		lo 'es				lo 'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		Vo				'es		
62. Are nursing mothers entitled to nursing breaks?		'es				'es		
63. Are parents entitled to flexible/part-time schedules?	1	No			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			67	67		
65. When can one retire and get partial benefits?	60	60			62	65		
66. What is the mandatory retirement age?	65	65			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		Yes Yes				/es No		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
, , , , , , , , , , , , , , , , , , , ,	Yes		Yes	Yes	No		es	No
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining No	Factories Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Metalwork Yes	Heavy lifting No	Other No	
PROTECTING WOMEN FROM VIOLENCE	103	. 103	165		ies	110	110	
Domestic violence								
72. Is there domestic violence legislation?	Y	'es			Y	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	I/A			N	/A		
74. Are there clear criminal penalties for domestic violence?		'es				lo		
75 Development of the control of the following state of	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes	Yes 'es	Yes	Yes	Yes	Yes 'es	Yes	No
77. Does domestic violence legislation protect farmly members: 77. Does domestic violence legislation protect former spouses?		'es				lo		
78. Does domestic violence legislation protect unmarried intimate partners?		'es				'es		
79. Do protection orders for domestic violence exist?	Υ	'es			Y	'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	Y	'es			Y	'es		
81. Do protection orders for domestic violence prohibit contact?		'es				es		
82. Is there a specialized court/procedure for domestic violence?		es Civil	Criminal		Y	es	Criminal	
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?		'es Vo				es Io		
Child and early marriage 87. What is the legal age of marriage for:	Boys 25	Girls 25			Boys 18	Girls 18		
88. Are there exceptions?		es 23				es lo		
89. Is child marriage void or prohibited?		'es				'es		
90. Is child marriage penalized?		'es				lo		
Marital rape								
91. Is marital rape explicitly criminalized?		'es				lo		
92. If not, can a wife or partner file a complaint?		/A				'es		
93. Are rape perpetrators exempt if they are married to the victim?		lo In				lo In		
94. Are rape perpetrators exempt if they marry the victim?	N	lo .			N	lo		

	PORTUGAL		CAL	PUERTO RICO (U.S.)		
REGION	High income: OECD			Latin America & Caribbean		
INCOME GROUP	High income			High income		
FEMALE POPULATION		5,358,92			1,841,533	
FEMALE LABOR FORCE PARTICIPATION		70%		41%		
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Yes				Yes	
2. If yes, does it mention gender?	No				Yes	
3. Does the constitution contain a clause on equality?	Yes				Yes	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas 6. What are the quotas for women on corporate boards?	No o	unta		No	quota	
7. What are the quotas for women in parliament?	No quota No quota				quota	
8. What are the quotas for women in local government?	No quota				quota	
9. What are the quotas for women on candidate lists for parliament?	33				quota	
10. What are the quotas for women on candidate lists for local government?	33%			No	quota	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		N/A Yes	N/A Yes	
13. Can a woman travel outside the country. In the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		Yes	Yes	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?		25			Yes	
23. Are wives required to obey their husbands?	N				No	
24. Must spouses jointly financially maintain the family?	Ye	25			Yes	
JSING PROPERTY						
Marital property regime 25. What is the default marital property regime?	Partial (community of prope	ertv	Partia	I community of property	
26. Who administers marital property?		Both must agree	city	7 07 00	Both must agree	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N,	/A			N/A	
28. Are there special provisions governing the marital home?	N				No	
29. Does the law provide for valuation of nonmonetary contributions?	Ye				Yes	
Property rights	Married	Unmarried			Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	Ye	nc			Yes	
32. Do female and male surviving spouses have equal inheritance rights?		25			Yes	
OING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	0			No	
34. Are personal law courts recognized?	N	lo			No	
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	25			Yes	
Judicial representation						
36. How many justices are on the constitutional court?	1				9	
37. Of those, how many are women?					4 Voc	
38. Is the Chief Justice a woman?	N	U			Yes	
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	V	25			Yes	
40. If yes, what is the maximum amount (%GNI/capita)?	91				77%	
ROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	Ye	25			Yes	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?	Ye				Yes	
. ,,					Yes	
44. Is primary education free and compulsory?	Ye	25				
44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?		25			Yes	

		UGAL	PUERTO RICO (U.S.)					
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	N/A		Yes	Yes	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Marital Status Gender No Yes			<mark> Status</mark> /es	Gender Yes		
GETTING A JOB			: 103				103	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	No	No	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	N/A	N/A	120		56	N/A	0	
52. Who pays for such leave?	N/A	N/A	Gov		Emp	N/A	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	N/A N/A	N/A N/A	100%		100%	N/A N/A	N/A 84	
54. How much or such leave is unipaid (days):	Mother	Father			Mother	Father	04	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	42	14			N/A	N/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	v	es			N	lo		
58. Does the law mandate equal remaineration for work or equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		es es				es		
59. Is it prohibited for prospective employers to ask about family status?		es				lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		/A				es		
62. Are nursing mothers entitled to nursing breaks?		es				es		
63. Are parents entitled to flexible/part-time schedules?		es :				lo :		
Retirement & pensions 64. When can one retire and get full benefits?	Women 66	Men 66			Women 67	Men 67		
65. When can one retire and get partial benefits?	66	66			62	62		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		es es				es/es		
68. Can women and men do the same jobs?)	es .			١	es .		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate ⁄es	Arduous Yes	Hazardous Yes		appropriate /es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining Yes	Factories Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Metalwork Yes	Heavy lifting Yes	Other Yes	
PROTECTING WOMEN FROM VIOLENCE			1 100		1.00		, 100	
Domestic violence								
72. Is there domestic violence legislation?	V	es			Y	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A				/A		
74. Are there clear criminal penalties for domestic violence?		es				es		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Y				Y	es		
78. Does domestic violence legislation protect unmarried intimate partners?		es			V	οc		
	Y	es es				es es		
	Y	es			Y	es es		
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Y Y Y Y	es es es			Y Y Y	es es es		
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Y Y Y Y	es es es es			Y Y Y Y	es es es		
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Y Y Y Y	es es es es es Civil	Criminal		Y Y Y Y	es es es es Civil	Criminal	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Y Y Y Y Y	es es es es	Criminal penalties		Y Y Y Y Y	es es es es	Criminal penalties Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Y Y Y Y Y Y Y Y Legislation	es es es Civil remedies	penalties		YY YY YY Legislation	es es es es Civil remedies	penalties	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Y Y Y Y Y Y Legislation Yes Yes	ess ess ess ess ess ess No No No	penalties No		YY Y Y Y Y Legislation Yes Yes Y	es es es es Civil remedies Yes Yes es	penalties Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Y Y Y Y Y Y Y Legislation Yes Yes N	ess ess ess ess ess No No lo	penalties No		YY YY YY Legislation Yes Yes Yes	es es es es Civil remedies Yes Yes es es	penalties Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	YY YY YY YY Legislation Yes Yes N N Boys 18	es es es es es es es No No No lo lo lo Girls 18	penalties No		YY Y Y Legislation Yes Yes Yes Yes 21	es es es es es es es Yes Yes es es es 21	penalties Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	YY YY YY YY YY Legislation Yes Yes N N Boys 18	es es es es es es es es No No No lo lo lo Girls 18 es	penalties No		YY YY YY Legislation Yes Yes Yes Yes Yes Yes Yes	es es es es es es es es Yes Yes es e	penalties Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	ess ess ess ess ess ess ess No No lolo Girls 18	penalties No		YY YY YY Legislation Yes Yes Yes Yes YY N Boys 21 YY	es Yes Yes 21 es	penalties Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	es es es es es es es es No No No lo lo lo Girls 18 es	penalties No		YY YY YY Legislation Yes Yes Yes Yes YY N Boys 21 YY	es es es es es es es es Yes Yes es e	penalties Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Y Y Y Y Y Y Legislation Yes Yes N Boys 18	ess ess ess ess ess ess ess ess ess No No lo lo do dirls 18 ess ess ess ess ess	penalties No		Yes	es e	penalties Yes	
79. Do protection orders for domestic violence exist?	Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	ess ess ess ess ess ess ess No No lolo Girls 18	penalties No		YY YY Legislation Yes Yes Yes Y N Boys 21 Y Y Y	es Yes Yes 21 es	penalties Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Y Y Y Y Y Y Y Legislation Yes Yes N N Boys 18 Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	ess	penalties No		YY Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes N N N N N N	es e	penalties Yes	

	CATAR	ROMANIA		
DECION	QATAR Middle Seek & Needs Africa			
REGION	Middle East & North Africa	Europe & Central Asia		
INCOME GROUP FEMALE POPULATION	High income 532,829	Upper middle income 10,214,931		
FEMALE LABOR FORCE PARTICIPATION	52%	10,214,351		
	J2 /0	37 /0		
ACCESSING INSTITUTIONS				
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes		
If yes, does it mention gender?	Yes	No		
3. Does the constitution contain a clause on equality?	Yes	Yes		
	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A		
Quotas				
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament?	No quota	No quota		
What are the quotas for women in local government? What are the quotas for women as candidate lifts for parliament?	No quota	No quota		
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota No quota	No quota No quota		
Rights of married and unmarried women	Married Unmarried	Married Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		
13. Can a woman travel outside the country in the same way as a man?	No Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	No Yes	Yes Yes Yes Yes		
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes		
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
19. Can a woman choose where to live in the same way as a man?	No Yes	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	No No No N/A N/A	Yes Yes Yes Yes		
Division of responsibility within marriage	1971			
22. Do spouses have equal rights to convey citizenship?	No	Yes		
23. Are wives required to obey their husbands?	Yes	No		
24. Must spouses jointly financially maintain the family?	No	Yes		
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property	Partial community of property		
26. Who administers marital property?	Original owner	Both must agree		
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A		
28. Are there special provisions governing the marital home?	No No	Yes		
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes		
Property rights	Married Unmarried	Married Unmarried		
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes		
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No	Yes		
32. Do female and male surviving spouses have equal inheritance rights?	No	Yes		
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No	No		
34. Are personal law courts recognized?	Yes	No Vos		
35. Is a woman's testimony afforded equal weight to that of a man?	No	Yes		
Judicial representation 36. How many justices are on the constitutional court?	7	9		
37. Of those, how many are women?	0	2		
38. Is the Chief Justice a woman?	No	No		
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Yes	Yes		
40. If yes, what is the maximum amount (%GNI/capita)?	9%	30%		
PROVIDING INCENTIVES TO WORK				
Personal income tax	No	No		
41. Are childcare payments tax deductible?	No :	No ;		
15 An Hard to did allow and Province And Annual Province A	Men Women	Men Women		
42. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education 43. Is childcare subsidized or publicly provided?	Yes	Yes		
44. Is primary education free and compulsory?	Yes	Yes		
Financial support and care				
45. Does the government provide a child allowance to parents?	No	Yes		
46. Must employers provide leave to care for sick relatives?	No	Yes		

	QATAR			ROMANIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
Di	No	No	No		No	No	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status Vo	Gender No			l Status No	Gender Yes	
GETTING A JOB		10	NO			10	103	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	50	N/A	N/A		126	15	302	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	Emp	Gov	
53. What % of wages are paid?	100%	N/A	N/A		85%	100%	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	365	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 0	Father 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			30	30		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		lo				es		
58. Does the law mandate equal remainstration has work or equal value:		lo				es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		lo				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules?		es Io				es Io		
Retirement & pensions 64. When can one retire and qet full benefits?	Women 55	Men 60			Women 63	Men 65		
65. When can one retire and get partial benefits?	40	40			63	65		
66. What is the mandatory retirement age?	N/A	N/A			63	65		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		/es				es/es		
68. Can women and men do the same jobs?		No			'	es .		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70 Con warran wad in the constraint in the constraint and	No Mining	Factories	No Construction	No Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Metalwork Yes	Heavy lifting Yes	Other Yes	
PROTECTING WOMEN FROM VIOLENCE		•				•	•	
Domestic violence								
72. Is there domestic violence legislation?	1	lo			Υ	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	1	lo			N	/A		
74. Are there clear criminal penalties for domestic violence?		lo			Y	es		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No	No Io	No	No	Yes	Yes es	Yes	Yes
77. Does domestic violence legislation protect family members?		lo				es		
78. Does domestic violence legislation protect unmarried intimate partners?		lo				es		
79. Do protection orders for domestic violence exist?	1	lo			Y	es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		lo				es		
81. Do protection orders for domestic violence prohibit contact?		lo				es		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment		Civil	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Legislation	remedies				Yes	Yes	
	Yes	No	Yes		Yes	1		
84. Do the following exist concerning sexual harassment in employment:	Yes No	No No			Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	Yes No	No No Io	Yes		Yes Y	Yes es	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes No	No No Io	Yes		Yes Y	Yes es lo	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Yes No	No No Io	Yes		Yes Y	Yes es	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Yes No No Boys	No No Io Girls	Yes		Yes Y N Boys 18	Yes es lo Girls	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes No	No N	Yes		Yes Yes Yes N Boys 18 Y	Yes es lo Girls 18 es es	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes No	No No lo lo Girls 16	Yes		Yes Yes Yes N Boys 18 Y	Yes es lo Girls 18	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes No	No No lo	Yes		Yes Yes Y N Boys 18 Y Y	Yes es lo Girls 18 es es lo	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes No	No N	Yes		Yes Yes Y N Boys 18 Y Y Y N	Yes es lo Girls 18 es es es es	Yes	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes No	No No lo	Yes		Yes Yes Y N Boys 18 Y Y N N N	Yes es lo Girls 18 es es lo	Yes	

	RUSSIAN FEDERATION		TION RWANDA
REGION		Europe & Central Asia	
INCOME GROUP		High income	Low income
FEMALE POPULATION	77,505,380		6,190,093
FEMALE LABOR FORCE PARTICIPATION	69%		88%
ACCESSING INSTITUTIONS			
Constitutional rights			
Does the constitution contain a clause on nondiscrimination?	No N/A		Yes
If yes, does it mention gender? Does the constitution contain a clause on equality?		PS es	Yes Yes
and the constitution contains a classe on equality.	Recognized	Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes Yes
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No N/A
Quotas			
6. What are the quotas for women on corporate boards?		juota	No quota
7. What are the quotas for women in parliament?	No c		30%
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?		uota	30% No quota
What are the quotas for women on candidate lists for local government?	No quota No quota		No quota
Rights of married and unmarried women	Married	Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes Yes No Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	No Yes
Division of responsibility within marriage			
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?		es Io	Yes No
24. Must spouses jointly financially maintain the family?		es	Yes
USING PROPERTY			163
Marital property regime			
25. What is the default marital property regime?	Partial (community of property	Full community of property
26. Who administers marital property?	E	Both must agree	Both must agree
Protecting a wife's interests			
27. If the husband administers property, is spousal consent required for major transactions?28. Are there special provisions governing the marital home?		/A lo	N/A No
29. Does the law provide for valuation of nonmonetary contributions?		es	Yes
Property rights	Married	Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes Yes
Inheritance rights			
31. Do sons and daughters have equal inheritance rights?	Y	es	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Y	es	Yes
GOING TO COURT			
Equality of access			
33. Are customary law courts recognized?		lo	No No
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?		lo es	No Yes
Judicial representation	Ţ		162
36. How many justices are on the constitutional court?	1	9	14
37. Of those, how many are women?		3	7
38. Is the Chief Justice a woman?	N	lo	No
Efficiency of procedure			
39. Is there a small claims court/fast track procedure?		es	No N/A
40. If yes, what is the maximum amount (%GNI/capita)?		1%	N/A
PROVIDING INCENTIVES TO WORK Personal income tax			
41. Are childcare payments tax deductible?	N	lo	No
· ·	Men	Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No	No	No No
Childcare and education			
43. Is childcare subsidized or publicly provided?	Y	es	No
44. Is primary education free and compulsory?	Y	es	Yes
Financial support and care			
45. Does the government provide a child allowance to parents?		es	No No
46. Must employers provide leave to care for sick relatives?	Y	es	No

	R	RUSSIAN FEDERATION			RWANDA			
BUILDING CREDIT								
Credit agencies								
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	C)%			0	%		
		:	Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	Yes		No	Yes	Yes	
Discrimination		l Status	Gender			l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No		- 1	No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	140	N/A	1025		84	4	N/A	
52. Who pays for such leave? 53. What % of wages are paid?	Gov 100%	N/A N/A	Gov Dartially paid		Emp 60%	Emp 100%	N/A N/A	
53. What % of wages are palu? 54. How much of such leave is unpaid (days)?	0	N/A N/A	Partially paid 0		00%	0	N/A N/A	
34. How much of such leave is unpaid (days):			. 0				IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections					.,,			
57. Does the law mandate equal remuneration for work of equal value?	1	No			N	lo		
58. Does the law mandate equal remainstator for work or equal remains.		Vo				lo		
59. Is it prohibited for prospective employers to ask about family status?	1	Vo			N	lo		
60. Is dismissal of pregnant workers prohibited?		/es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		/es				'es		
62. Are nursing mothers entitled to nursing breaks?		/es				es		
63. Are parents entitled to flexible/part-time schedules?		/es				lo -		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	55 55	60 60			55 55	55 55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
	14/11	: 14/11			Пут	14/11		
Working hours and industry restrictions 67. Can women and men work the same night hours?	,	Yes			\	/es		
68. Can women and men do the same jobs?		No				es/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous		nappropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. Can women work in these types of jobs in the same way as men.	No		Yes	No	Yes		es es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	No	No	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting	-			Heavy lifting		
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	1	Vo			Y	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	1	Vo			N	/A		
74. Are there clear criminal penalties for domestic violence?		Vo				es		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?		Vo Vo				es Io		
78. Does domestic violence legislation protect unmarried intimate partners?		Vo				lo		
79. Do protection orders for domestic violence exist?		Vo				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?		I/A				lo		
81. Do protection orders for domestic violence prohibit contact?	N	I/A			N	lo		
82. Is there a specialized court/procedure for domestic violence?	1	Vo			Y	'es		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?		No				lo		
86. Is there legislation on sexual harassment in public places?	1	Vo			N	lo		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			21	21		
88. Are there exceptions?	Y	/es			Y	'es		
89. Is child marriage void or prohibited?		/es				'es		
90. Is child marriage penalized?	1	Vo			Y	'es		
Marital rape								
91. Is marital rape explicitly criminalized?		Vo /				es /^		
92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?		/es Vo				/A lo		
94. Are rape perpetrators exempt if they marry the victim?		Vo				10 10		
34. The Tape perpenditors exempt in they mairly the victim:		10			10	10		

	SÃO TOMÉ AND PRÍNCIPE	SAUDI ARABIA
REGION	Sub-Saharan Africa	Middle East & North Africa
INCOME GROUP	Lower middle income	High income
FEMALE POPULATION	100,129	12,378,753
FEMALE LABOR FORCE PARTICIPATION	48%	21%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	No	No No
If yes, does it mention gender? 3. Does the constitution contain a clause on equality?	N/A Yes	N/A No
3. Does the constitution contain a clause on equality:	Recognized Invalid	Recognized : Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes No
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	20%
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?	No quota No quota	No quota No quota
What are the quotas for women on candidate lists for local government? 10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	No No
12. Can a woman apply for a national ID card in the same way as a man?	N/A N/A	No No
13. Can a woman travel outside the country in the same way as a man?14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	No No No No Yes
14. Can a woman craver outside her nome in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	Yes Yes No Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	No No
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	No No
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	No Yes	Yes No
USING PROPERTY	103	NO
Marital property regime		
25. What is the default marital property regime?	Partial community of property	Separation of property
26. Who administers marital property?	Both must agree	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	No No
·	Married Unmarried	Married : Unmarried
Property rights 30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	No
32. Do female and male surviving spouses have equal inheritance rights?	Yes	No
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	Yes
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	No
Judicial representation 36. How many justices are on the constitutional court?	5	N/A
37. Of those, how many are women?	1	N/A
38. Is the Chief Justice a woman?	No	N/A
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	No	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	21%
PROVIDING INCENTIVES TO WORK		
Personal income tax 41. Are childcare payments tax deductible?	No	No
The chiadale payments tax acadetities	:	
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
42. Are there tax deductions or credits specific to menywomen? Childcare and education	INU INU	INU INU
43. Is childcare subsidized or publicly provided?	Yes	No
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	No	No

	SÃO TOMÉ AND PRÍNCIPE				SAUDI ARABIA			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	N/A	N/A	N/A		Yes	Yes	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			l Status No	Gender No	
·		NO .	INU		<u>'</u>	NO .	INU	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental No		Maternity	Paternity	Parental No	
50. Does the law mandate the following types of leave: 51. How much of such leave is paid (days)?	Yes 90	Yes 0	N/A		Yes 70	Yes 1	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp	Emp	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	1	N/A		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			N	lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		lo				lo		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo		
62. Are nursing mothers entitled to nursing breaks?		es			Ye			
63. Are parents entitled to flexible/part-time schedules?		lo				lo -		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62 62	62 62			55	60 50		
65. When can one retire and get partial benefits? 66. What is the mandatory retirement age?	N/A	N/A			55 55	60		
	IV/A	IV/A			33	00		
Working hours and industry restrictions 67. Can women and men work the same night hours?		Vo				No		
68. Can women and men do the same jobs?		Vo				Vo		
· · · · · · · · · · · · · · · · · · ·								
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70. Can women work in these occupations in the same way as men:	No Mining	Factories	'es Construction	No Other	No Mining		/es Construction	Yes Other
70. Can women work in these occupations in the same way as men.	No	Yes	Yes	Yes	No	Yes	Yes	No
71. Can women work on these tasks in the same way as men:		Heavy lifting	Other		Metalwork	Heavy lifting	Other	
71. Can women work on these tasks in the same way as men:		-	Other Yes		Metalwork No	Heavy lifting Yes	Other No	
	Metalwork	Heavy lifting						
PROTECTING WOMEN FROM VIOLENCE	Metalwork	Heavy lifting						
PROTECTING WOMEN FROM VIOLENCE Domestic violence	Metalwork Yes	Heavy lifting Yes			No	Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Metalwork Yes	Heavy lifting Yes			No Ye	Yes		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Metalwork Yes Yes	Heavy lifting Yes es /A			No Yi	Yes es /A		
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Yes Y	Yes Yes Yes A Yes	Yes	Fronomic	No Yi N,	Yes es /A es	No	Fconomic
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Metalwork Yes Yes	Yes Yes A A Sexual	Yes	Economic Yes	No Yi N, Yi Physical	Yes es /A es Sexual	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Yes Yes Yes Yes Yes Physical Yes	Yes Yes Yes A Yes	Yes		No Yi N, Yi Physical Yes	Yes es /A es	No	Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Yes Yes Yes Yes Yes Yes Physical Yes Yes	Yes Pes Pes Sexual Yes	Yes		No Yi N, Yi Physical Yes	Yes es /A es Sexual Yes	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes Yes Yes N Physical Yes Yes	Yes es /A es Sexual Yes	Yes		No Yi N, Yi Physical Yes Yi N	Yes es /A es Sexual Yes es	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Yes Yes Yes N Physical Yes Yes Yes	Yes es /A es Sexual Yes es es	Yes		No You No Physical Yes No No No No No No No No No N	Yes es /A es Sexual Yes es	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Yes Yes Yes Physical Yes Yes Yes Yes	Heavy lifting Yes es Sexual Yes es Sexual Yes es es es es es es es es es	Yes		No Ye No Ye Physical Yes No No No No No No No No No N	Yes es /A es Sexual Yes lo lo lo	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Metalwork Yes Yes N N Y Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Heavy lifting Yes es Sexual Yes es Sexual Yes es ses es es es es es es e	Yes		No Ye N, Ye Physical Yes N, N N N N N N N N N N N N N N N N N N	Yes Pes Sexual Yes Sexual Olio Olio Olio Olio Olio	No No Emotional	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Metalwork Yes Yes N N Y Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Heavy lifting Yes es Sexual Yes	Yes Emotional Yes		No Ye N, Ye Physical Yes N, N N N N N N N N N N N N N N N N N N	Yes es /A es Sexual Yes es lo lo lo lo	No Emotional Yes	Economic No
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Metalwork Yes Yes N N Y Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Heavy lifting Yes es Sexual Yes es Sexual Yes es ses es es es es es es e	Emotional Yes Criminal		No Ye N, Ye Physical Yes N, N N N N N N N N N N N N N N N N N N	Yes Yes Sexual Yes Sound Yes Loo Loo Loo Loo Loo Loo Loo L	Emotional Yes Criminal	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Metalwork Yes Yes N N Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y	Heavy lifting Yes es Sexual Yes es Ses Civil	Yes Emotional Yes		No You No Yes Physical Yes No No No No No No No No No N	Yes es /A es Sexual Yes es lo lo lo lo	No Emotional Yes	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Metalwork Yes Yes N N Physical Yes Y Y Y Y Legislation	Heavy lifting Yes es Sexual Yes es Civil remedies	Emotional Yes Criminal penalties		No You No No Physical Yes No No No No No No Legislation	Yes Pes Sexual Yes Solido Ido Ido Civil remedies	Emotional Yes Criminal penalties	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect nomarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Metalwork Yes Yes N N Y Physical Yes Y Y Y Y Legislation Yes Yes N	Heavy lifting Yes Pes Sexual Yes Pes Pes Pes Pes Pes Pes Pes Pes Pes P	Emotional Yes Criminal penalties Yes		No Yi No Yes Yes Yi No No Legislation No No	Yes Sexual Yes Sound Yes Sound Io	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Metalwork Yes Yes N N Y Physical Yes Y Y Y Y Legislation Yes Yes N	Heavy lifting Yes Pes Sexual Yes Ses Ses Civil remedies No No	Emotional Yes Criminal penalties Yes		No Yi No Yes Yes Yi No No Legislation No No	Yes Pes Sexual Yes Sexual Yes Io Io Io Io Io No No	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes Pes Sexual Yes Pes Ses Pes Pes Pes Pes Pes Pes Pes Pes Pes P	Emotional Yes Criminal penalties Yes		No Yi No Yes Yes Yi No No Legislation No No	Yes Sexual Yes Sound Yes Sound Io	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes No Boys 18	Heavy lifting Yes Pes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes		No Yi No Yes Yes You No No Legislation No No No No No No No No No	Yes Sexual Yes Sexual Yes Iolo Iolo Iolo Iolo Iolo Iolo Iolo Io	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes No Boys 18	Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes		No Yi Ni Physical Yes Yes Ni Ni Ni Ni Ni No No No No No	Yes Yes Sexual Yes Sound Yes Lo	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 73. Is there domestic violence legislation? 73. Is fnot, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	Heavy lifting Yes Pes Sexual Yes Pes Ses Pes Pes Pes Pes Pes Pes Pes Pes Pes P	Emotional Yes Criminal penalties Yes		No Yi Ni Physical Yes Yes Ni Ni Ni Legislation No No No No No No No No No	Yes Yes Sexual Yes Sound Yes Lo L	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Legislation Yes Yes N N Boys 18	Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Emotional Yes Criminal penalties Yes		No Yi Ni Physical Yes Yes Ni Ni Ni Legislation No No No No No No No No No	Yes Yes Sexual Yes Ses Iolo Iol	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes No Legislation Yes Yes No No Boys 18	Heavy lifting Yes es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		No Yes No Physical Yes No No Legislation No No No No No No No No No	Yes Yes Sexual Yes Sexual Yes Lo	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Metalwork Yes Yes N N Y Physical Yes Y Y Y Y Y Y Legislation Yes N N Boys 18 Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Heavy lifting Yes Pes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		No Yes No Physical Yes Yes No No No No No No No No No N	Yes Yes Sexual Yes Sound Yes Sound Yes Sound Yes Sound Yes Sound Italian Italia	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect married intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 99. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Y Legislation Yes Yes N N Boys 18 Y Y N N N N N N N N N N N N N N N N N	Heavy lifting Yes Pes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		No Yi No Physical Yes Yi No No No No No No No No No N	Yes Sexual Yes Sexual Yes Io	Emotional Yes Criminal penalties No	
PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Metalwork Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Heavy lifting Yes Pes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Emotional Yes Criminal penalties Yes		No Yi No Yes Yes Yi No No No No No No No No No N	Yes Yes Sexual Yes Sound Yes Sound Yes Sound Yes Sound Yes Sound Italian Italia	Emotional Yes Criminal penalties No	

		CEDDIA		
	SENEGAL	SERBIA		
REGION	Sub-Saharan Africa	Europe & Central Asia		
INCOME GROUP	Lower middle income	Upper middle income		
FEMALE POPULATION	7,407,650	3,645,506		
FEMALE LABOR FORCE PARTICIPATION	67%	54%		
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Yes	Yes		
2. If yes, does it mention gender?	No	Yes		
3. Does the constitution contain a clause on equality?	Yes	Yes		
	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
Quotas	•	·		
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament?	No quota	No quota		
8. What are the quotas for women in local government?	No quota	No quota		
9. What are the quotas for women on candidate lists for parliament?	50%	30%		
10. What are the quotas for women on candidate lists for local government?	50%	30%		
Rights of married and unmarried women	Married Unmarried	Married Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes		
12. Can a woman apply for a national ID card in the same way as a man?	No Yes	Yes Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes		
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
19. Can a woman choose where to live in the same way as a man?	No Yes	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	No Yes	N/A N/A		
Division of responsibility within marriage	•			
22. Do spouses have equal rights to convey citizenship?	Yes	Yes		
23. Are wives required to obey their husbands?	No	No		
24. Must spouses jointly financially maintain the family?	Yes	Yes		
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Separation of property	Partial community of property		
26. Who administers marital property?	Original owner	Both must agree		
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A		
28. Are there special provisions governing the marital home?	No	No		
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes		
Property rights	Married Unmarried	Married Unmarried		
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes		
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	No	Yes		
32. Do female and male surviving spouses have equal inheritance rights?	No	Yes		
		1.03		
GOING TO COURT				
Equality of access	Ma	N.		
33. Are customary law courts recognized?	No No	No No		
34. Are personal law courts recognized?	No	No Vec		
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
Judicial representation 26 How many justices are on the constitutional court?	5	15		
36. How many justices are on the constitutional court?	0	15		
37. Of those, how many are women? 38. Is the Chief Justice a woman?	No	6 Yes		
	INU	162		
Efficiency of procedure	No	Voc		
39. Is there a small claims court/fast track procedure? 40. If you what is the maximum amount (%GNL/capita)?	No N/A	Yes 1%		
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	1 70		
PROVIDING INCENTIVES TO WORK				
Personal income tax	N.	N.		
41. Are childcare payments tax deductible?	No .	No .		
	Men Women	Men Women		
42. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes	Yes		
44. Is primary education free and compulsory?	Yes	Yes		
Financial support and care				
45. Does the government provide a child allowance to parents?	Yes	Yes		

	SENEGAL			SERBIA				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	190	13%			0	%		
• • • • • • • • • • • • • • • • • • • •			Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers No	Utilities No	institutions		Retailers No	Utilities No	institutions	
Discrimination		Status	No Gender			: NO I Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
ETTING A JOB			•				•	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	Yes	
51. How much of such leave is paid (days)?	98	1	N/A		135	N/A	230	
52. Who pays for such leave?	Gov	Emp	N/A		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	100%	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections		1.						
57. Does the law mandate equal remuneration for work of equal value?		0				lo '		
58. Does the law mandate nondiscrimination based on gender in hiring?		0				es Io		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?		lo es				lo 'es		
61. Are mothers quaranteed an equivalent position after maternity leave?		2S				lo		
62. Are nursing mothers entitled to nursing breaks?		25				'es		
63. Are parents entitled to flexible/part-time schedules?		lo				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			65	65		
65. When can one retire and get partial benefits?	53	53			65	65		
66. What is the mandatory retirement age?	60	60			65	65		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	١	'es			١	/es		
68. Can women and men do the same jobs?	1	No.			\	/es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou
	Yes	ı	Vo	Yes	Yes	Υ	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining No	Factories No	Construction No	Other Yes	Mining Yes	Factories Yes	Construction Yes	Other Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		162		Heavy lifting		162
71. Can worken work on these tasks in the same way as men.	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
72. IS LIFER ADMESTIC MORNICE REASONALISM	V	25			V	'or		
<u> </u>		2S /A				es /A		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	/A		
<u> </u>	N Y	/A es	Fmotional	Fconomic	N Y	/A es	Fmotional	Fconom
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N Yi Physical	/A es Sexual	Emotional No	Economic No	N Y Physical	/A es Sexual	Emotional Yes	Econom No
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N Ye Physical Yes	/A es	Emotional No	Economic No	N Y Physical Yes	/A es	Emotional Yes	Econom No
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N Yes Physical Yes	/A es Sexual No			Physical Yes	/A es Sexual No		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N Ye Physical Yes	Sexual No			Physical Yes Yes	es Sexual No		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Yes N N N N	VA Sexual No lo			Physical Yes Yes Yes	/A ses ses ses ses ses ses ses ses ses se		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes N N N N N N N N N	Sexual No es lo lo lo lo lo			N Y. Physical Yes Y. Y. Y.	/A ees Sexual No ees ees ees ees ees		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N Y Y Physical Yes N N N N N N N N N N N N N N N N N N N	Sexual No es lo			N Yes Physical Yes Yes Yes Yes	/A ees Sexual No es es es es es es es es es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical Yes Yes N N N N N N N N N N N N N N N N N N	/A	No		N Yes Physical Yes Yes Yes Yes	/A es Sexual No es es es es es es lo	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	N Y Y Physical Yes N N N N N N N N N N N N N N N N N N N	Sexual No es lo			N Yes Physical Yes Yes Yes Yes	/A ees Sexual No es es es es es es es es es		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes Yes N N N N N N N N N N N N N N N N N N	/A 22S Sexual No 22S 00 00 00 00 00 00 00 00 00 00 00 00 00	No		N Yes Yes Yes Yes Yes	/A ees Sexual No es es es es es es et coviil	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical Yes Yes N N N N Legislation	No Sexual No Sex	No Criminal penalties		Physical Yes	/A es Sexual No es es es es es color Civil remedies	Yes Criminal penalties	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes Yes N N N N N Legislation Yes Yes	/A 25 Sexual No 25 No 26 No 26 No 27	Criminal penalties Yes		N Y. Physical Yes Y. Y. Y. Y. Y. Y. Y. Legislation Yes Yes	/A ees Sexual No es es ees ees ees ey ey Yes Yes No	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes Yi N N N N N N Legislation Yes Yes	/A 25	Criminal penalties Yes		N Y. Physical Yes Y. Y. Y. Y. Y. Y. Y. Legislation Yes Yes	/A es Sexual No es es es es es es Yes Yes	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Physical Yes Yi N N N N N N Legislation Yes Yes	/A Sexual No No Sexual No	Criminal penalties Yes		N Y. Physical Yes Y. Y. Y. Y. Y. Y. Y. Legislation Yes Yes	/A ees Sexual No es es ees ees ees ey ey Yes Yes No	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N Yes Physical Yes Yes Yes N N N N Legislation Yes Yes N N N Legislation Yes N N N N N N N N N N N N N N N N N N N	/A 25	Criminal penalties Yes		N Y Yes Yes Y Y Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A ees Sexual No es es es es es es ey es es es lo Civil remedies Yes Yes lo lo Girls 18	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N Yes Physical Yes Yes N N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A	Criminal penalties Yes		N Y Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A ees Sexual No es es es es es es ey es es es es do Civil remedies Yes Yes lo lo Girls 18	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N You Physical Yes Yes Yes N N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A	Criminal penalties Yes		N Y Yes Y Y Yes S Yes Yes Yes S Yes	/A ees Sexual No es es es es es ev es ev es	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	N You Physical Yes Yes Yes N N N N N N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A	Criminal penalties Yes		N Y Yes Y Y Yes S Yes Yes Yes S Yes	/A ees Sexual No es es es es es es ey es es es es do Civil remedies Yes Yes lo lo Girls 18	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical Yes Yes Yes N N N N N N Legislation Yes Yes N N N Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A	Criminal penalties Yes		N Y Yes Y Y Yes N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A ees Sexual No es do Civil remedies Yes Yes 18 18 es es es	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical Yes Yes Yes N N N N N Legislation Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A	Criminal penalties Yes		N Y Yes Yes N Legislation Yes Yes N N N N N N N N N N N N N N N N N N N	/A es Sexual No es es es es es es es es es lo Civil remedies Yes Yes lo lo Girls 18 es es	Yes Criminal penalties Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N Yes Physical Yes Yes N N N N N Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A	Criminal penalties Yes		N Y Yes Yes Yes Yes Yes Yes Yes Yes Yes N Legislation Yes Yes N Boys 18 Yes N N N N N N N N N N N N N N N N N N N	/A ees Sexual No es do Civil remedies Yes Yes 18 18 es es es	Yes Criminal penalties Yes	

	CEVCHELLEC	SIERRA LEONE		
DECION	SEYCHELLES			
REGION INCOME GROUP	Sub-Saharan Africa	Sub-Saharan Africa Low income		
FEMALE POPULATION	High income 45,040	3,122,940		
FEMALE LABOR FORCE PARTICIPATION	43,040	5,122,940		
		00 /0		
ACCESSING INSTITUTIONS				
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes		
2. If yes, does it mention gender?	No	Yes		
3. Does the constitution contain a clause on equality?	Yes	Yes		
· ,	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes No		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
Quotas		· ·		
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament?	No quota	No quota		
8. What are the quotas for women in local government?	No quota	42%		
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota		
10. What are the quotas for women on candidate lists for local government?	No quota	No quota		
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried No Yes	Married Unmarried Yes Yes		
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		
16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes	Yes Yes		
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes		
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A		
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes	No		
23. Are wives required to obey their husbands?	No	No		
24. Must spouses jointly financially maintain the family?	Yes	Yes		
JSING PROPERTY				
Marital property regime 25. What is the default marital property regime?	Separation of property	Separation of property		
26. Who administers marital property?	Original owner	Original owner		
Protecting a wife's interests	Original Owner	Oliginal office		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A		
28. Are there special provisions governing the marital home?	No	No		
29. Does the law provide for valuation of nonmonetary contributions?	No	No		
Property rights	Married Unmarried	Married Unmarried		
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes		
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Yes	Yes		
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes		
OING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No	Yes		
34. Are personal law courts recognized?	No	No		
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
Judicial representation				
36. How many justices are on the constitutional court?	9	5		
87. Of those, how many are women? 88. Is the Chief Justice a woman?	2 No	No		
	INU	140		
Efficiency of procedure 89. Is there a small claims court/fast track procedure?	Yes	Yes		
40. If yes, what is the maximum amount (%GNI/capita)?	136%	31%		
ROVIDING INCENTIVES TO WORK				
Personal income tax				
41. Are childcare payments tax deductible?	No	No		
	Men Women	Men Women		
42. Are there tax deductions or credits specific to men/women?	No No	No No		
Childcare and education				
43. Is childcare subsidized or publicly provided?	Yes	Yes		
44. Is primary education free and compulsory?	Yes	Yes		
Financial support and care				
45. Does the government provide a child allowance to parents?	No	No		

	SEYCHELLES			SIERRA LEONE				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			N,	/A		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		N/A	N/A	N/A	
Discrimination 40 Le discrimination in access to gradit prohibited based on		l Status	Gender		Marital	Status No	Gender No	
49. Is discrimination in access to credit prohibited based on:		Vo	No		ľ	NO .	INO	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	98	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave?	Emp & Gov	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		lo lo			N			
58. Does the law mandate nondiscrimination based on gender in hiring? 59. Is it prohibited for prospective employers to ask about family status?		lo lo			N			
60. Is dismissal of pregnant workers prohibited?		es es			N N			
61. Are mothers guaranteed an equivalent position after maternity leave?		lo			N			
62. Are nursing mothers entitled to nursing breaks?	N	lo			N	lo		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	60		
65. When can one retire and get partial benefits?	60	60			55	55		
66. What is the mandatory retirement age?	63	63			N/A	N/A		
Working hours and industry restrictions		,						
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		/es /es				Vo Vo		
·						,		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate ,	Arduous	Hazardous	•	appropriate	Arduou
70 C	Yes Mining	Factories	/es Construction	Yes Other	Yes Mining		es Construction	Yes Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Ye	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N	/A		
74. Are there clear criminal penalties for domestic violence?	N	lo			\/	nc .		
		10			Ye	22		Econom
75. Does domestic violence legislation cover the following abuse:	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	
76. Door demostic violence logislation protect family members?	No	Sexual No	Emotional Yes	Economic No	Physical Yes	Sexual Yes	Emotional Yes	Yes
	No Y	Sexual No es			Physical Yes	Sexual Yes	•	Yes
77. Does domestic violence legislation protect former spouses?	No Y	Sexual No es			Physical Yes Yes	Sexual Yes	•	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No Y Y	No es es es			Physical Yes You You You	Sexual Yes es es	•	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No Y Y Y	No es es es es			Physical Yes Yes Yes Yes	Sexual Yes es es es es	•	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Y Y Y Y Y Y Y	No es es es			Physical Yes You You You	Yes es es es es es	•	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Y Y Y Y Y	No es es es es es			Physical Yes Yes Yes Yes Yes	Sexual Yes es es es es es es es es es	•	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No Y Y Y Y Y Y Y Y	Sexual No es es es es es cos cos cos cos cos cos cos cos cos co	Yes		Physical Yes Yes Yes Yes Yes Yes	Yes Sexual Yes Ses Ses Civil	Yes	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	No Y Y Y Y Y Y Y Legislation	No es es es es es cy	Yes Criminal penalties		Physical Yes	Sexual Yes 25 25 25 25 25 25 25 26 27 27 27 27 27 27 27 27 27 27 27 27 27	Yes Criminal penalties	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	No Y Y Y Y Y Y Y Y Y Y Y Legislation Yes	No es es es es es correction of the correction o	Criminal penalties Yes		Physical Yes	Sexual Yes es es es es comparison of the compari	Yes Criminal penalties Yes	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Y Y Y Y Y Y Y Legislation Yes Yes	No es es es es es cy	Yes Criminal penalties		Physical Yes	Sexual Yes es es es es es control Civil remedies Yes No	Yes Criminal penalties	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Y Y Y Y Y Y Legislation Yes Yes	Sexual No es es es es es es Civil remedies No No	Criminal penalties Yes		Physical Yes	Sexual Yes es No	Yes Criminal penalties Yes	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	No Y Y Y Y Y Y Y Legislation Yes Yes N	Sexual No es es es es es Civil remedies No No lo es	Criminal penalties Yes		Physical Yes	Sexual Yes es es es es es es es No lo	Yes Criminal penalties Yes	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	No Y Y Y Y Y Y Legislation Yes Yes	Sexual No es es es es es es No No No No No No	Criminal penalties Yes		Physical Yes	Sexual Yes es No	Yes Criminal penalties Yes	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No Y Y Y Y Y Y Y Y Y Legislation Yes Yes N Y Boys 18	Sexual No es es es es es es es No No No lo es Girls	Criminal penalties Yes		Physical Yes Yi No No No No Boys	Sexual Yes 25 25 25 26 27 28 28 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20	Yes Criminal penalties Yes	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No Y Y Y Y Y Y Y Legislation Yes Yes N Y Boys 18	Sexual No es	Criminal penalties Yes		Physical Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es e	Yes Criminal penalties Yes	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	No Y Y Y Y Y Y Y Legislation Yes Yes N Y Boys 18	Sexual No es es es es es es es es es Girls 18	Criminal penalties Yes		Physical Yes Yes Yes Yes Yes Yes Yes Yes	Sexual Yes es e	Yes Criminal penalties Yes	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	No Y Y Y Y Y Y Y Legislation Yes Yes N Y Boys 18	Sexual No es	Criminal penalties Yes		Physical Yes Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es e	Yes Criminal penalties Yes	Yes
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Y Y Y Y Y Y Y Legislation Yes Yes N Y Boys 18	Sexual No es es es es es es es es es Civil remedies No No lo lo es	Criminal penalties Yes		Physical Yes Yes Yes Yes Yes Yes Yes Yes	Sexual Yes es es es es es es No lo lo lo es	Yes Criminal penalties Yes	Yes
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage explicitly criminalized? 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	No Y Y Y Y Y Y Y Legislation Yes Yes N Y Boys 18 Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Sexual No es	Criminal penalties Yes		Physical Yes Yes Yes Yes Yes Yes Yes Yes No	Sexual Yes es e	Yes Criminal penalties Yes	Yes

	SINGAPORE		SLOVAK REPUBLIC
REGION		East Asia & Pacific	
INCOME GROUP		High income	High income
FEMALE POPULATION	2,769,370		2,783,544
FEMALE LABOR FORCE PARTICIPATION	65%		62%
ACCESSING INSTITUTIONS			
Constitutional rights			
1. Does the constitution contain a clause on nondiscrimination?		es	Yes
2. If yes, does it mention gender?		lo	Yes
3. Does the constitution contain a clause on equality?		es	Yes
A le sustamanu laur recognized / invalid if it violates provisions on prodissimination or equality?	Recognized	Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? 5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No Yes	N/A No	No N/A No N/A
Ouotas	103	NO	NO NYA
5. What are the quotas for women on corporate boards?	No c	juota	No quota
7. What are the quotas for women in parliament?	No quota		No quota
B. What are the quotas for women in local government?	No c	uota	No quota
9. What are the quotas for women on candidate lists for parliament?	No c	juota	No quota
10. What are the quotas for women on candidate lists for local government?	No c	uota	No quota
Rights of married and unmarried women	Married	Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A N/A
Division of responsibility within marriage	\ <u>\</u>		W.
22. Do spouses have equal rights to convey citizenship? 23. Are wives required to obey their husbands?		es Io	Yes No
24. Must spouses jointly financially maintain the family?		es	Yes
JSING PROPERTY			ics
Marital property regime			
25. What is the default marital property regime?		Other	Partial community of property
26. Who administers marital property?		Original owner	Both must agree
Protecting a wife's interests			
27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N/A
28. Are there special provisions governing the marital home?		lo	No
29. Does the law provide for valuation of nonmonetary contributions?		es	Yes
Property rights 20. Do man and woman have equal ownership rights to property?	Married	Unmarried	Married Unmarried
80. Do men and women have equal ownership rights to property?	Yes	Yes	Yes Yes
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	V	es	Yes
32. Do female and male surviving spouses have equal inheritance rights?		es	Yes
OING TO COURT			
Equality of access			
33. Are customary law courts recognized?	N	lo	No
34. Are personal law courts recognized?		es	No
35. Is a woman's testimony afforded equal weight to that of a man?		es	Yes
ludicial representation			
86. How many justices are on the constitutional court?		3	13
37. Of those, how many are women?		2	4
88. Is the Chief Justice a woman?	N	lo	Yes
Efficiency of procedure 89. Is there a small claims court/fast track procedure?	V	es	Yes
40. If yes, what is the maximum amount (%GNI/capita)?		1%	7%
ROVIDING INCENTIVES TO WORK			
Personal income tax			
11. Are childcare payments tax deductible?	N	lo	No
	Men	Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No	Yes	No No
Childcare and education			:
13. Is childcare subsidized or publicly provided?	Y	es	Yes
14. Is primary education free and compulsory?	Y	es	Yes
Financial support and care			
45. Does the government provide a child allowance to parents?		es	Yes
46. Must employers provide leave to care for sick relatives?	Α.	lo	Yes

	SINGAPORE			SLOVAK REPUBLIC				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		No	No	N/A	
Discrimination	Marita	l Status	Gender		Marital	l Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No		Υ	es es	Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	105	7	7		238	N/A	899	
52. Who pays for such leave?	Gov	Gov	Gov		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	Partially paid		65%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	0		0	N/A	0	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	١	lo			Ye	es		
58. Does the law mandate nondiscrimination based on gender in hiring?	N	lo			Ye	es		
59. Is it prohibited for prospective employers to ask about family status?		lo				es		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				es		
62. Are nursing mothers entitled to nursing breaks?		lo				es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			Y	es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	62	62			62	62		
65. When can one retire and get partial benefits?	62	62			60	60		
66. What is the mandatory retirement age?	67	67			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		/es				⁄es		
68. Can women and men do the same jobs?		/es			Υ	⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	,	Yes	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	-	Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	es			Ye	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	/A			N,	/A		
74. Are there clear criminal penalties for domestic violence?	N	lo			Ye	es		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	Yes	No	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?	Y	es			Ye	es		
77. Does domestic violence legislation protect former spouses?	Y	es			Ye	es		
78. Does domestic violence legislation protect unmarried intimate partners?		lo			Ye			
79. Do protection orders for domestic violence exist?		es			Yı			
80. Do protection orders for domestic violence remove the perpetrator from the home?		es			Ye			
81. Do protection orders for domestic violence prohibit contact?		lo				lo		
82. Is there a specialized court/procedure for domestic violence?	V	es			N	lo	Chilina	
Sexual harassment			Cultural control		_	Civil	Criminal	
83. To protect against sexual harassment, do the following exist:	Legislation	Civil remedies	Criminal penalties		Legislation	remedies	penaities	
, ,		Civil	Criminal penalties Yes		Legislation Yes		penalties No	
84. Do the following exist concerning sexual harassment in employment:	Legislation	Civil remedies	penalties			remedies		
3 1 7	Legislation Yes Yes	Civil remedies Yes	penalties Yes		Yes	remedies Yes Yes	No	
85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	Civil remedies Yes Yes	penalties Yes		Yes Yes	remedies Yes Yes es	No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes Yes N	Civil remedies Yes Yes Yes Io	penalties Yes		Yes Yes Yi	remedies Yes Yes Io	No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes	Civil remedies Yes Yes Io	penalties Yes		Yes Yes	remedies Yes Yes es	No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes Yes N Boys 21	Civil remedies Yes Yes Io Io Girls	penalties Yes		Yes Yes Yes N Boys	remedies Yes Yes es lo Girls 18	No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes N N Boys 21	remedies Yes Yes lo lo Girls 21	penalties Yes		Yes Yes Yes N Boys 18	remedies Yes Yes es lo Girls 18	No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes Yes N N Boys 21 Ye	remedies Yes Yes lo lo Girls 21	penalties Yes		Yes Yes Yes Yes N Boys 18 Yes	remedies Yes Yes es lo Girls 18	No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes Yes N N Boys 21 Ye	Civil remedies Yes Yes Ioo Ioo Girls 21 es es	penalties Yes		Yes Yes Yes Yes N Boys 18 Yes	remedies Yes Yes es lo Girls 18 es es	No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes N N Boys 21 Yes	Civil remedies Yes Yes Ioo Ioo Girls 21 es es	penalties Yes		Yes Yes Yes Yes N Boys 18 Yes	remedies Yes Yes es lo Girls 18 es es	No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes N N Boys 21 Y,	Civil remedies Yes Yes Yes lo lo Girls 21 es es es	penalties Yes		Yes Yes Yes Yes N N Boys 18 Yes	remedies Yes Yes Yes lo Girls 18 es es	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Legislation Yes Yes N N N Boys 21 Y, Y, N N N N N N N N N N N N N N N N N	Civil remedies Yes Yes Jes Jo	penalties Yes		Yes Yes Yes Yes N N Boys 18 Yi N N N N N N N N N N N N N N N N N N	remedies Yes Yes Yes lo Girls 18 es es	No	

	SLOVENIA	SOUTH AFRICA			
REGION	High income: OECD	Sub-Saharan Africa			
INCOME GROUP	High income	Upper middle income			
FEMALE POPULATION	1,037,434	27,774,550			
FEMALE LABOR FORCE PARTICIPATION	67%	49%			
ACCESSING INSTITUTIONS					
Constitutional rights 1. Does the constitution contain a clause on nondiscrimination?	No	Yes			
If yes, does it mention gender?	N/A	Yes			
Does the constitution contain a clause on equality?	Yes	Yes			
	Recognized Invalid	Recognized Invalid			
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes			
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A			
Quotas 6. What are the quotas for women on corporate boards?	No quota	No quota			
7. What are the quotas for women in parliament?	No quota	No quota			
What are the quotas for women in local government?	No quota	No quota			
9. What are the quotas for women on candidate lists for parliament?	35%	No quota			
10. What are the quotas for women on candidate lists for local government?	40%	50%			
Rights of married and unmarried women	Married Unmarried	Married Unmarried			
11. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes			
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes			
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes			
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes			
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes			
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes			
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes			
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A			
Division of responsibility within marriage					
22. Do spouses have equal rights to convey citizenship?	Yes	Yes			
23. Are wives required to obey their husbands?	No	No			
24. Must spouses jointly financially maintain the family?	Yes	Yes			
USING PROPERTY Marital property regime					
25. What is the default marital property regime?	Partial community of property	Full community of property			
26. Who administers marital property?	Both must agree	Both must agree			
Protecting a wife's interests					
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A			
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	No Yes	No Yes			
Property rights	Married Unmarried	Married Unmarried			
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes			
Inheritance rights					
31. Do sons and daughters have equal inheritance rights?	Yes	Yes			
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes			
GOING TO COURT					
Equality of access 33. Are customary law courts recognized?	No	Yes			
34. Are personal law courts recognized?	No	No Tes			
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes			
Judicial representation					
36. How many justices are on the constitutional court?	9	11			
37. Of those, how many are women? 38. Is the Chief Justice a woman?	5 No	2 No			
Efficiency of procedure	110	NO			
39. Is there a small claims court/fast track procedure?	Yes	Yes			
40. If yes, what is the maximum amount (%GNI/capita)?	11%	10%			
PROVIDING INCENTIVES TO WORK					
Personal income tax	No	No			
41. Are childcare payments tax deductible?	No :	No :			
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No			
42. Are there tax deductions or credits specific to menywomen? Childcare and education	INU INU	INU INU			
43. Is childcare subsidized or publicly provided?	Yes	Yes			
44. Is primary education free and compulsory?	Yes	No			
Financial support and care					
45. Does the government provide a child allowance to parents? 46. Must employers provide leave to care for sick relatives?	Yes Yes	Yes Yes			
ייט. ו ושבר בוווייווטיבו בי ויטיוועב ובמיב נט כמוב וטו בוכה ובומנויבבי!	163	163			

	SLOVENIA				SOUTH AFRICA			
BUILDING CREDIT								
Credit agencies								
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	N/A		Yes	Yes	No	
Discrimination		Status	Gender		Marital		Gender	
49. Is discrimination in access to credit prohibited based on:		No	Yes		Y	'es	Yes	
GETTING A JOB						,		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	105	30	130		120	3	N/A	
52. Who pays for such leave?	Gov 100%	Gov 100%	Gov 100%		Gov 38%	Emp 100%	N/A N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	0	0	0		0	0	N/A	
34. How much or such leave is unpaid (days):			. 0				IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	30	0			N/A	N/A		
Workplace protections	30				14/11	.,,,,		
57. Does the law mandate equal remuneration for work of equal value?	Y	es			Y	es		
58. Does the law mandate nondiscrimination based on gender in hiring?		es				lo		
59. Is it prohibited for prospective employers to ask about family status?	N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?		es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				0		
62. Are nursing mothers entitled to nursing breaks?		es				0		
63. Are parents entitled to flexible/part-time schedules?		es				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	65 65	65 65			N/A N/A	N/A N/A		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions	14/11	,,,,			14/11	,,,,		
67. Can women and men work the same night hours?	\	/es			Υ	'es		
68. Can women and men do the same jobs?		No				'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in:	appropriate	Arduous
os. can women work in diese types or jobs in die same way as men.	Yes		es	Yes	Yes	•	'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
70 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1								
12. Is there domestic violence legislation?	Y	es			Ye	25		
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?		es /A			N,	/A		
•	N Y	/A es			N,	/A lo		
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	N Y Physical	/A es Sexual	Emotional	Economic	N N Physical	/A lo Sexual	Emotional	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N Y Physical Yes	/A es Sexual Yes	Emotional Yes	Economic Yes	N, N Physical Yes	/A lo Sexual Yes	Emotional Yes	Econom Yes
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	N Y Physical Yes	/A es Sexual Yes			Physical Yes	/A lo Sexual Yes	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N Y Physical Yes Y	Yes es es			N, N Physical Yes Yes	/A lo Sexual Yes	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Y Yes Y	/A es Sexual Yes es es es			N, Physical Yes Yi	/A lo Sexual Yes es es	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Yes Yes Y Y Y	Yes es es			N, N Physical Yes Yes	/A lo Sexual Yes ses ses ses ses ses ses ses ses ses	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Yes Y Y Y Y Y Y	/A ees Sexual Yes ees ees ees ees			N, N Physical Yes Yi Yi Yi	/A lo Sexual Yes es e	•	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es es es es es es es es	Yes		N, Physical Yes Yi Yi Yi Yi Yi	VA O Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es es es es es Civil	Yes		N, Physical Yes Yes Yes Yes Yes Yes	/A lo Sexual Yes esses esses esses Civil	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes Yes Y Y Y Y Y Legislation	/A ees Sexual Yes es es es comparison of the com	Yes Criminal penalties		N. Physical Yes Yes Ye Ye Ye Ye Ye Ye Ye Ye Ye Legislation	YA lo Sexual Yes es es es cos cos civil remedies	Yes Criminal penalties	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es es es es es Civil	Yes		N, Physical Yes Yes Yi Yi Yi Yi Yi Yi	/A lo Sexual Yes esses esses esses Civil	Yes	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Legislation Yes Yes	/A es Sexual Yes es es es es es Civil remedies Yes	Criminal penalties Yes		N. N. N. Physical Yes	YA O Sexual Yes es es es Civil remedies No	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes Y	/A ess Sexual Yes ess ess ess ess ess ess ess ess Yes Ye	Criminal penalties Yes		N, N Physical Yes Yi Yi Yi Yi Legislation Yes Yes	Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses No No	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Legislation Yes Yes Y	/A es Sexual Yes es es es es es es es es Yes yes es e	Criminal penalties Yes		N, N Physical Yes Yi Yi Yi Yi Legislation Yes Yes	VA lo Sexual Yes es es es es es No	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Physical Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes Y N	/A es Sexual Yes es es es es es es yes es yes es e	Criminal penalties Yes		N. N. N. Physical Yes Yi Legislation Yes Yes N. N.	YA Io Sexual Yes Ses Ses Ses Ses Vivil remedies No No No	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N Y Y Physical Yes Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es es es es es es Yes es e	Criminal penalties Yes		NN	VA lo Sexual Yes les les les les les les les les les l	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 85. Exual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes Yes Yes Yes Yes 18 Y Y Y Y Y N Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es Ses es Ses Ses Ses Ses Ses Ses Ses	Criminal penalties Yes		N, N Physical Yes Yi	VA lo Sexual Yes les les les les les les les les les l	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage ponalized?	Physical Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes Yes Yes Yes Yes 18 Y Y Y Y Y N Y Y Y Y Y Y Y Y Y Y Y Y Y	/A es Sexual Yes es Ses es Ses Ses Ses Ses Ses Ses Ses	Criminal penalties Yes		NN	VA lo Sexual Yes les les les les les les les les les l	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical Yes Yes Yes Y Y Y Y Y Y Y Y Y Y Y S Legislation Yes Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Criminal penalties Yes		N. N. N. Physical Yes Yes Yi Legislation Yes Yes N. Y.	VA lo Sexual Yes les les les les les les les les les l	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 888. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage evalicitly criminalized?	Physical Yes Yes Yes Y Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Y N N N N N N N Y Y Y Y N N N N N N N	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Ses Se	Criminal penalties Yes		N. N. N. Physical Yes Yi. Yi. Yi. Yi. Yes Legislation Yes Yes N. N. N. Boys 18 Yi.	YA Io Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses I Civil remedies No No Io Io Io Girls 18 Ses	Yes Criminal penalties No	
73. If not, are there aggravated penalties for offenses between spouses/family members?	N Y Physical Yes Y Y Y Y Y Y Legislation Yes Yes Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Criminal penalties Yes		N. N. N. Physical Yes Yi. Yi. Yi. Yi. Yi. Yi. Legislation Yes Yes N. N. Roys 18 Yi. Yi. Yi. Yi. Yi. N. Yi. Yi. Yi. Yi. Yi. Yi. Yi. Yi. Yi. Yi	YA Io Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses I Civil remedies No No Io Io Io Girls 18 Ses	Yes Criminal penalties No	Yes

	COLUMN CURAN	CDAIN
	SOUTH SUDAN	SPAIN
REGION	Sub-Saharan Africa	High income: OECD
INCOME GROUP	Low income	High income
FEMALE POPULATION	5,864,318	23,471,223
FEMALE LABOR FORCE PARTICIPATION		68%
ACCESSING INSTITUTIONS		
Constitutional rights	Vi -	Vi -
Does the constitution contain a clause on nondiscrimination? House does it mention contain.	Yes	Yes Yes
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes Yes	Yes
5. Does the constitution contain a clause on equality:	Recognized Invalid	
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	Recognized Invalid No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Ouotas	10 : 14/1	1471
6. What are the quotas for women on corporate boards?	No quota	40%
7. What are the quotas for women in parliament?	25%	No quota
8. What are the quotas for women in local government?	25%	No quota
9. What are the quotas for women on candidate lists for parliament?	No quota	40%
10. What are the quotas for women on candidate lists for local government?	No quota	40%
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
14. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	No default	Partial community of property
26. Who administers marital property?	Other	Both must agree
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	Yes
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights 30. Do men and women have equal ownership rights to property?	Married Unmarried	Married Unmarried
	Yes Yes	Yes Yes
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
	10	103
GOING TO COURT		
Equality of access 33. Are customary law courts recognized?	Yes	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	9	12
37. Of those, how many are women?	0	2
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	No	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	27%
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No Yes
Childcare and education		
43. Is childcare subsidized or publicly provided?	No	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	Yes
46. Must employers provide leave to care for sick relatives?	No	Yes

	SOUTH SUDAN			SPAIN				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	N/A	N/A	N/A		Yes	Yes	N/A	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I Status No	Gender Yes	
GETTING A JOB			:					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	56	N/A	N/A		112	13	0	
52. Who pays for such leave?	Emp	N/A	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	1095	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother 0	Father 0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	1	No.			Y	es es		
58. Does the law mandate nondiscrimination based on gender in hiring?		No .				es .		
59. Is it prohibited for prospective employers to ask about family status?		No.				lo		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		'es Vo				'es 'es		
62. Are nursing mothers entitled to nursing breaks?		es es				'es		
63. Are parents entitled to flexible/part-time schedules?		No.				es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	N/A	N/A			65	65		
65. When can one retire and get partial benefits?	N/A	N/A			63	63		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions		M -			,	f		
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		No No				/es /es		
· · · · · · · · · · · · · · · · · · ·				Audionia				Ad
69. Can women work in these types of jobs in the same way as men:	Hazardous No		iappropriate Yes	Arduous No	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting				Heavy lifting		
DROTECTING WOMEN FROM VIOLENCE	Yes	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence		la.						
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?		lo lo				'es /A		
73. If not, are there aggravated penalties for otherises between spouses/rainily members? 74. Are there clear criminal penalties for domestic violence?		NO NO				'es		
7 In the chere deal chilling periodics for conteste violence.	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	No
76. Does domestic violence legislation protect family members?		No				'es		
77. Does domestic violence legislation protect former spouses?		Vo				'es		
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?		lo lo				es es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		Vo				'es		
81. Do protection orders for domestic violence prohibit contact?		No				'es		
82. Is there a specialized court/procedure for domestic violence?	1	Vo			Y	'es	,	
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	No	No	No		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?		No .				es .		
86. Is there legislation on sexual harassment in public places?		No .				lo -		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for: 88. Are there exceptions?	18	18 Vo			18 V	18 'es		
89. Is child marriage void or prohibited?		Vo				'es		
90. Is child marriage penalized?		'es				'es		
Marital rape								
91. Is marital rape explicitly criminalized?		No .				lo		
92. If not, can a wife or partner file a complaint?		No .				es		
93. Are rape perpetrators exempt if they are married to the victim?		'es				lo lo		
94. Are rape perpetrators exempt if they marry the victim?	ľ	lo .			N	lo		

		SRI LANKA		ST KITTS	AND NEVIS
REGION		South Asia			a & Caribbean
INCOME GROUP		Lower middle income			income
FEMALE POPULATION		10,564,282		<u></u>	
FEMALE LABOR FORCE PARTICIPATION		39%			
ACCESSING INSTITUTIONS					
Constitutional rights					
1. Does the constitution contain a clause on nondiscrimination?	Υ	'es		Yes	
2. If yes, does it mention gender?		'es		Yes	
3. Does the constitution contain a clause on equality?		es · · · · · · · · · · · · · · · · · · ·		Yes	
A 1	Recognized	Invalid	Recognize		
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes Yes	No No	No No	N/A N/A	
Ouotas	103	110	NO	IVA	
6. What are the quotas for women on corporate boards?	No (quota	N	o quota	
7. What are the quotas for women in parliament?	No (quota	N	o quota	
8. What are the quotas for women in local government?	No (quota	N	o quota	
9. What are the quotas for women on candidate lists for parliament?		quota	_	o quota	
10. What are the quotas for women on candidate lists for local government?		quota		o quota	
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Yes	Unmarried Yes	Married Yes	Unmarried Yes	
12. Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes	Yes	
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes N/A	Yes N/A	Yes N/A	Yes N/A	
Division of responsibility within marriage	IVA	IVA	N/A	IV/A	
22. Do spouses have equal rights to convey citizenship?	Υ	'es		Yes	
23. Are wives required to obey their husbands?	1	No No		No	
24. Must spouses jointly financially maintain the family?	Υ	'es		Yes	
USING PROPERTY			_		
Marital property regime					
25. What is the default marital property regime? 26. Who administers marital property?	Set	oaration of property Original owner	3	Separation of prop Original owne	
Protectina a wife's interests		Original owner		Original owne	
27. If the husband administers property, is spousal consent required for major transactions?	N	I/A		N/A	
28. Are there special provisions governing the marital home?	1	No		No	
29. Does the law provide for valuation of nonmonetary contributions?	1	No		No	
Property rights	Married	Unmarried	Married	-	
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes	
Inheritance rights	\	to a		Vee	
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?		'es 'es		Yes	
GOING TO COURT		G		103	
Equality of access					
33. Are customary law courts recognized?	1	No		No	
34. Are personal law courts recognized?		'es		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	'es		Yes	
Judicial representation					
36. How many justices are on the constitutional court?		11		25	
37. Of those, how many are women? 38. Is the Chief Justice a woman?		No State of the st		14 Yes	
Efficiency of procedure		10		103	
39. Is there a small claims court/fast track procedure?	Y	⁄es		Yes	
40. If yes, what is the maximum amount (%GNI/capita)?		1%		63%	
PROVIDING INCENTIVES TO WORK					
Personal income tax					
41. Are childcare payments tax deductible?	1	No		No	
	Men	Women	Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No	No	No	
Childcare and education		da.		Ves	
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		Vo 'es		Yes	
Financial support and care		CJ		103	
45. Does the government provide a child allowance to parents?	1	No		No	
46. Must employers provide leave to care for sick relatives?		No		No	

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

	ST. VINCENT AND THE GRENADINE			
REGION	ST. LUCIA Latin America & Caribbean	Latin America & Caribbean		
INCOME GROUP	Upper middle income	Upper middle income		
FEMALE POPULATION	93,487	54,179		
FEMALE LABOR FORCE PARTICIPATION	69%	61%		
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Yes	Yes		
If yes, does it mention gender? Does the constitution contain a clause on equality?	Yes Yes	Yes No		
5. Does the constitution contain a clause on equality:	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
Quotas		·		
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament?	No quota	No quota		
8. What are the quotas for women in local government?	No quota	No quota		
9. What are the quotas for women on candidate lists for parliament?	No quota	No quota		
10. What are the quotas for women on candidate lists for local government?	No quota	No quota		
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Married Unmarried Yes Yes	Married Unmarried No Yes		
Can a woman apply for a passport in the same way as a man? 12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes		
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		
16. Can a woman sign a contract in the same way as a man?17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes		
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A		
Division of responsibility within marriage	Me	Yes		
22. Do spouses have equal rights to convey citizenship? 23. Are wives required to obey their husbands?	No No	No Yes		
24. Must spouses jointly financially maintain the family?	No	Yes		
USING PROPERTY	***	· · · · · · · · · · · · · · · · · · ·		
Marital property regime				
25. What is the default marital property regime?	Partial community of property	Separation of property		
26. Who administers marital property?	Both must agree	Original owner		
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A		
28. Are there special provisions governing the marital home?	No	Yes		
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes		
Property rights 20. Do may and upman have equal connection rights to property?	Married Unmarried	Married Unmarried		
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes		
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	Yes	Yes		
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes		
	103	103		
GOING TO COURT				
Equality of access 33. Are customary law courts recognized?	No	No		
34. Are personal law courts recognized?	No	No		
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
Judicial representation				
36. How many justices are on the constitutional court?	25	25		
37. Of those, how many are women?	14	14		
38. Is the Chief Justice a woman?	Yes	Yes		
Efficiency of procedure	V	W.		
39. Is there a small claims court/fast track procedure?	Yes	Yes		
40. If yes, what is the maximum amount (%GNI/capita)?	25%	83%		
PROVIDING INCENTIVES TO WORK				
Personal income tax 41. Are childcare payments tax deductible?	No	No		
ve emiseure payments tax acadetitie:	;			
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No		
·	INU INU	NO NO		
Childcare and education 43. Is childcare subsidized or publicly provided?	No	Yes		
44. Is primary education free and compulsory?	Yes	Yes		
Financial support and care				
45. Does the government provide a child allowance to parents?	No	No		
46. Must employers provide leave to care for sick relatives?	No	No		

	ST. LUCIA			ST. VINC	ST. VINCENT AND THE GRENADINES			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	I/A			N	I/A		
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities	Microfinance institutions N/A		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discrimination		N/A				•	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I <mark>l Status</mark> No	Gender No			I Status No	No	
GETTING A JOB			:					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	91	N/A	N/A		91	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Gov	N/A	N/A	
53. What % of wages are paid?	65%	N/A	N/A		65%	N/A	N/A	
54. How much of such leave is unpaid (days)?	42	N/A	N/A		0	N/A	N/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A	-	
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections	·	_						
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		'es 'es				lo lo		
59. Is it prohibited for prospective employers to ask about family status?		es 'es				VO		
60. Is dismissal of pregnant workers prohibited?		es /es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Υ	'es			Y	'es		
62. Are nursing mothers entitled to nursing breaks?		No				No .		
63. Are parents entitled to flexible/part-time schedules?		No .				No .		
Retirement & pensions	Women	Men 65			Women	Men 65		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	65 60	60			65 60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions		:			,	: '		
67. Can women and men work the same night hours?	,	Yes			,	Yes		
68. Can women and men do the same jobs?	,	Yes				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		n <mark>appropriate</mark> Yes	Arduous Yes	Hazardous Yes		appropriate 'es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	
To can notice now in diese occupations in die same noy as mein	Yes	Yes	Yes	Yes	No	No	No	Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Metalwork Yes	Heavy lifting Yes	Other Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	'es			Y	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	Ν	I/A			N	I/A		
74. Are there clear criminal penalties for domestic violence?		'es				Vo .		
75. Door demostic violence legislation cover the following abuse:	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes	No Yes	Yes	No	Yes	Yes Yes	Yes	No
77. Does domestic violence legislation protect former spouses?		'es				'es		
78. Does domestic violence legislation protect unmarried intimate partners?	Υ	'es			Y	'es		
79. Do protection orders for domestic violence exist?		'es				'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		'es				'es		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?		'es 'es				'es 'es		
oz. is there a specialized courty procedure for domestic violence? Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		No	No	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		No	No	No	
85. Is there legislation on sexual harassment in education?						Vo		
	1	No.				٧o		
86. Is there legislation on sexual harassment in public places?	1	No			D			
Child and early marriage	Boys	No Girls			Boys 18	Girls 18		
Child and early marriage 87. What is the legal age of marriage for:	Boys 18	No			18	Girls 18		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Boys 18	Girls 18			18 Y	18		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Boys 18	Girls 18			18 Y	18 'es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Boys 18	Girls 18 Yes Yes			18 Y Y	es 'es 'es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Boys 18	Girls 18 Yes Yes Yes			18 Y Y Y	18 'es 'es 'es		
	Boys 18 18 Y Y	Girls 18 Yes Yes			18 Y Y Y	es 'es 'es		

	SUDAN		SURINAME			
REGION	Sub-Saharan Africa			Latin America & Caribbean		
INCOME GROUP	Lower middle income		Upper middle income			
FEMALE POPULATION	19,318,117		271,427			
FEMALE LABOR FORCE PARTICIPATION		33'	%	45%		
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Ye	2S		,	Yes	
2. If yes, does it mention gender?	Ye	52		,	Yes	
3. Does the constitution contain a clause on equality?	onstitution contain a clause on equality?			,	Yes	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		No	N/A	
Quotas						
6. What are the quotas for women on corporate boards?	No q	uota		No	quota	
7. What are the quotas for women in parliament?	30	1%		No	quota	
8. What are the quotas for women in local government?	No q	uota		No	quota	
9. What are the quotas for women on candidate lists for parliament?	No q	uota		No	quota	
10. What are the quotas for women on candidate lists for local government?	No q	uota		No	quota	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	No	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	No No	No		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman qet a job in the same way as a man?	No No	Yes Yes		Yes Yes	Yes Yes	
15. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		No	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man?	No	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	No	No		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	No	No		N/A	N/A	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?	N	0		,	Yes	
23. Are wives required to obey their husbands?	Ye	25		_	No	
24. Must spouses jointly financially maintain the family?	N	0			Yes	
JSING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Sepa	aration of prope	erty	Partial	community of property	
26. Who administers marital property?		Original owner			Both must agree	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N/				N/A	
28. Are there special provisions governing the marital home?	N				Yes	
29. Does the law provide for valuation of nonmonetary contributions?	N	0			Yes	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	N	0			Yes	
32. Do female and male surviving spouses have equal inheritance rights?	N	0			Yes	
OING TO COURT						
Equality of access						
33. Are customary law courts recognized?	N	0			No	
34. Are personal law courts recognized?	Ye	52			No	
35. Is a woman's testimony afforded equal weight to that of a man?	N	0		,	Yes	
Judicial representation						
36. How many justices are on the constitutional court?	Ç)		1	N/A	
37. Of those, how many are women?	1				N/A	
88. Is the Chief Justice a woman?	N	0			N/A	
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?	N	0			No	
10. If yes, what is the maximum amount (%GNI/capita)?	N/	/A		1	N/A	
ROVIDING INCENTIVES TO WORK						
Personal income tax						
41. Are childcare payments tax deductible?	N	0			No	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education				.,,		
	V _E	25			Yes	
43. IS CNIIGCARE SUDSIGIZEG OF PUDIICIY PROVIDEG?				_	Yes	
		es es			162	
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		52			ies	
					Yes	

	SUDAN				SURINAME			
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			N	/A		
47.7 million but amount covered by creat agencies (work) capitals.		:				,,,, !		
48. Do the following provide information to credit agencies:	Retailers N/A	Utilities N/A	Microfinance institutions N/A		Retailers N/A	Utilities N/A	Microfinance institutions N/A	
Discrimination						•	Gender	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			l Status No	No	
·		110	: 110			10	. 140	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity No	Paternity No	Parental No	
51. How much of such leave is paid (days)?	56	N/A	N/A		N/A	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		N/A	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		N/A	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		N/A	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	١	No.			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?	1	Vo			N	lo		
59. Is it prohibited for prospective employers to ask about family status?	1	Vo.			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	'es			N	lo		
61. Are mothers guaranteed an equivalent position after maternity leave?	١	No.			N	/A		
62. Are nursing mothers entitled to nursing breaks?		'es				lo		
63. Are parents entitled to flexible/part-time schedules?	1	No			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			60	60		
65. When can one retire and get partial benefits?	50	50			60	60		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		No				⁄es		
68. Can women and men do the same jobs?		No			١	⁄es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	No	١	⁄es	No	Yes	Υ	'es	Yes
	110	1						
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining	Factories	Construction	Other
	Mining No	Factories Yes	Construction Yes		Mining Yes	Factories Yes	Construction Yes	
70. Can women work in these occupations in the same way as men:71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men:	Mining No	Factories Yes	Construction Yes	Other	Mining Yes	Factories Yes	Construction Yes	Other
	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men:	Mining No Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining No Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence?	Mining No Metalwork Yes	Factories Yes Heavy lifting No	Construction Yes Other	Other	Mining Yes Metalwork Yes Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No	Construction Yes Other No	Other Yes	Mining Yes Metalwork Yes Yes N Physical Yes	Factories Yes Heavy lifting Yes es Sexual Yes	Construction Yes Other Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No No Sexual No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes N N Physical Yes Yes	Factories Yes Heavy lifting Yes es //A es Sexual Yes	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No No Sexual No No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es Sexual Yes Factories Yes Heavy lifting Yes	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es Sexual Yes Sexual Yes	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A es Sexual Yes es es es es	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Mining No Metalwork Yes No Physical No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es es es es es es es	Construction Yes Other Yes Emotional	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining No Metalwork Yes Physical No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Construction Yes Other Yes Emotional Yes	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining No Metalwork Yes No Physical No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es es es es es es es	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Mining No Metalwork Yes Physical No Legislation Yes	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Mining No Metalwork Yes Physical No Legislation Yes No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties	Other Yes	Mining Yes Metalwork Yes Yes N N Physical Yes	Factories Yes Heavy lifting Yes es /A es Sexual Yes es es es es es No No	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Mining No Metalwork Yes Physical No Legislation Yes No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es Sexual Yes es es es es es es No No lo	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places?	Mining No Metalwork Yes Physical No Legislation Yes No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes es Sexual Yes es es es es No No lo	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	Mining No Metalwork Yes No Physical No No Legislation Yes No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes es Sexual Yes es es es es No No lo lo Girls	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Mining No Metalwork Yes No Physical No No Legislation Yes No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes N Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes Sexual Yes Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Mining No Metalwork Yes Physical No Legislation Yes No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es Civil remedies No No lo lo Girls 21	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Mining No Metalwork Yes Physical No Legislation Yes No	Factories Yes Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Mining No Metalwork Yes Physical No Legislation Yes No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es Civil remedies No No lo lo Girls 21	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Mining No Metalwork Yes Physical No Legislation Yes No No Post No	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual Yes es Sexual Yes es Ses es Ses Heavy lifting Yes Heavy	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Mining No Metalwork Yes Physical No Legislation Yes No Boys No min.	Factories Yes Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Mining No Metalwork Yes Physical No Legislation Yes No Boys No min. Yes	Factories Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes N N N Physical Yes Y Y Y Y Legislation No	Factories Yes Yes Heavy lifting Yes Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Mining No Metalwork Yes Physical No Physi	Factories Yes Yes Heavy lifting No	Construction Yes Other No Emotional No Criminal penalties Yes	Other Yes	Mining Yes Metalwork Yes Yes N N Physical Yes Y Y Y Y Y Legislation No	Factories Yes Yes Heavy lifting Yes Sexual Yes es Sexual Yes es e	Construction Yes Other Yes Emotional Yes Criminal penalties No	Other Yes

SWAZILAND		SWEDEN				
REGION	Sub-Saharan Africa			High income: OECD		
INCOME GROUP	Lower middle income			High income		
FEMALE POPULATION		641,588	3	4,859,770		
FEMALE LABOR FORCE PARTICIPATION		45%		79%		
ACCESSING INSTITUTIONS						
Constitutional rights						
1. Does the constitution contain a clause on nondiscrimination?		'es			lo	
2. If yes, does it mention gender?		'es			/A	
3. Does the constitution contain a clause on equality?		es			es	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Yes	Invalid Yes		Recognized No	Invalid N/A	
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas					: .,	
6. What are the quotas for women on corporate boards?	No (quota		No o	quota	
7. What are the quotas for women in parliament?	No (quota		No c	quota	
8. What are the quotas for women in local government?		quota			quota	
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?		quota			quota	
	Married	quota Unmarried		Married	quota Unmarried	
Rights of married and unmarried women 11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes		Yes	Yes	
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		Yes	Yes	
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes No	Yes No		Yes Yes	Yes Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage						
22. Do spouses have equal rights to convey citizenship?		No			es	
23. Are wives required to obey their husbands?		No			lo	
24. Must spouses jointly financially maintain the family?	Y	'es		Yı	es	
USING PROPERTY						
Marital property regime 25. What is the default marital property regime?		No default		Deferred	community of property	
26. Who administers marital property?		Husband			Original owner	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?		lo			/A	
28. Are there special provisions governing the marital home?		No .			es	
29. Does the law provide for valuation of nonmonetary contributions?		lo			es	
Property rights 30. Do men and women have equal ownership rights to property?	Married No	Unmarried No		Yes	Unmarried Yes	
Inheritance rights				- 100		
31. Do sons and daughters have equal inheritance rights?	1	No		Y	'es	
32. Do female and male surviving spouses have equal inheritance rights?	1	lo		Y	es	
GOING TO COURT						
Equality of access						
33. Are customary law courts recognized?	Υ	'es		N	lo	
34. Are personal law courts recognized?		No			lo	
35. Is a woman's testimony afforded equal weight to that of a man?	Υ	'es		Y	es	
Judicial representation 36. How many justices are on the constitutional court?		6		1	6	
37. Of those, how many are women?		1			6	
38. Is the Chief Justice a woman?		No			'es	
Efficiency of procedure						
39. Is there a small claims court/fast track procedure?		'es			'es	
40. If yes, what is the maximum amount (%GNI/capita)?	3	7%		5	%	
PROVIDING INCENTIVES TO WORK						
Personal income tax 41. Are childcare payments tax deductible?	,	No		N.	lo	
Th. Are dimucate payments tax deductibles					:	
42. Are there tax deductions or credits specific to men/women?	Men No	Women No		Men No	Women No	
42. Are there tax deductions or credits specific to men/women? Childcare and education	IVO	INU		INU	INU	
43. Is childcare subsidized or publicly provided?	1	No		Y	es	
44. Is primary education free and compulsory?		No.			es es	
Financial support and care						
45. Does the government provide a child allowance to parents?		No		Y	'es	
46. Must employers provide leave to care for sick relatives?	1	No .		Y	'es	

Continue production Continue		SWAZILAND			SWEDEN				
24. Series in the amount on account precise design grows \$6500 epide \$1000 \$10	BUILDING CREDIT								
Residence Continuence Residence Re	Credit agencies								
March Section Sectio	47. Minimum loan amount covered by credit agencies (%GNI/capita)?	C)%			0	%		
Marie Mari	48. Do the following provide information to credit agencies:			institutions				institutions	
### A properties of the proper	Discription of the control of the co		•				•		
Presented Density Presented Presente				•					
Description	·		140	: 110			10	103	
19.00 between the following pages of leaves 14		Matamita	Datamitu	Darental		Maternity	Datamitu	Darental	
15.1 km mode fauth leave is paid idealy?			-						
13 Abor 15 despora is part? 10 pts	51. How much of such leave is paid (days)?		;	-					
14 Storm (15 storp)	52. Who pays for such leave?	Emp	N/A	N/A		N/A	Gov	Gov	
								· · · · · · · · · · · · · · · · · · ·	
25. In upday partical leave is three a partion that must be leave by the: NA NA 06 06	54. How much of such leave is unpaid (days)?	70	N/A	N/A				11	
56. In paid parental leave is there apparation that must be brisk by the Worksholzen perfores (1997) 1.5	The state of the s								
No		N/A	IN/A			00	00		
38. Does the wandste nordiscrimination based on gooder in hiring? No		,	No			N	ln.		
19.6 it growthisted for prospective employees to ak about family status? 10.0 10									
61. Also mothers guaranteed an equivalent position after materity leave? Wes W	59. Is it prohibited for prospective employers to ask about family status?								
Section Part	60. Is dismissal of pregnant workers prohibited?								
18.2 Are passed settled to flexible/part-time schedules? No Women Mean									
Note									
54. When an one retire and get full benefits? 50 50 50 50 55 55	·								
55. When the mandatory retirement age?			-				-		
Mark St. the mandatory retirement age? N/A									
Accordance No	66. What is the mandatory retirement age?								
Accordance No	Working hours and industry restrictions								
Hazardous Morally inspropriate Arduous Yes Y	67. Can women and men work the same night hours?	1	Yes			١	⁄es		
Ves	68. Can women and men do the same jobs?		No			١	⁄es		
70. Can women work in these occupations in the same way as men: Mining Factories Construction Other No No Ves	69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Metalwork Heavy lifting Other									
71. Can women work on these tasks in the same way as men: Metalwork Heavy lifting Other Yes No Yes No Yes Yes No Yes Yes No Yes Yes No Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	70. Can women work in these occupations in the same way as men:		-						
Ves Ves No Ves	71 Can women work on these tasks in the same way as men				res				res
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offerses between spouses/family members? No No No No No No No No No N	71. Can women work on diese tasks in the same way as men.								
Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offerses between spouses/family members? No No No No No No No No No N	PROTECTING WOMEN FROM VIOLENCE								
72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for offenses between spouses/family members? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect family members? 79. Does domestic violence legislation protect unmarried intimate partners? 79. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence permove the perpetrator from the home? 80. Is there a specialized court/procedure for domestic violence? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in education? 87. No 88. What is the legal age of marriage for: 89. Sirils 89. Sirils 80. What is the legal age of marriage for: 90. No 91. Siril marriage penaltized? 91. Siril marriage or partner file a complaint? 91. No 92. If not, can a wife or partner file a complaint? 91. No 92. If not, can a wife or partner file a complaint									
73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? Physical Physi		,	Vo			Y	ρς		
74. Are there clear criminal penalties for domestic violence? Physical Sexual Emotional Economic Physical Sexual Emotional Physical Sexual Emotional Economic Physical Sexual Emotional Physical Sexual Emotional Economic Physical Sexual Physical Phys									
75. Does domestic violence legislation cover the following abuse: No No No No No Yes Yes Yes No 76. Does domestic violence legislation protect family members? No No Yes 77. Does domestic violence legislation protect former spouses? No No Yes 78. Does domestic violence legislation protect former spouses? No No Yes 78. Does domestic violence legislation protect former spouses? No No Yes 78. Does domestic violence legislation protect former spouses? No Yes 79. Do protection orders for domestic violence exist? No No Yes 80. Do protection orders for domestic violence exist? No No Yes No Yes 81. Do protection orders for domestic violence exist? No No Yes No Yes No Yes No Yes No Yes No No No No Yes No Yes No No No No No Yes No No No No No No Yes Yes No No No No No No No Yes Yes No No No No No Yes Yes No No No No No Yes Yes No No No No No No Yes Yes No No No No Yes Yes No No No No No Yes Yes No No No No No Yes Yes No No No No Yes Yes No No No No No Yes Yes No No No No No Yes Yes No No No No Yes Yes No No No No No No No Yes Yes No No No No No No Yes Yes No	74. Are there clear criminal penalties for domestic violence?								
76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Doe somestic violence legislation protect unmarried intimate partners? 79. Doe protection orders for domestic violence exist? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence exist? 79. Do protection orders for domestic violence exist? 79. No 79. Sexual norders for domestic violence prohibit contact? 79. No 79. Do protection orders for domestic violence prohibit contact? 79. No 79. Sexual horassment for domestic violence prohibit contact? 79. No 79. Sexual horassment 79. No 79. Sexual horassment 79. No 79. Sexual horassment 70. Legislation fremedies penalties 70. Ves 70. No 70		Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? No Yes 79. Do protection orders for domestic violence exist? No No Yes 80. Do protection orders for domestic violence remove the perpetrator from the home? No Yes 81. Do protection orders for domestic violence prohibit contact? No Yes 82. Is there a specialized court/procedure for domestic violence? No Yes 83. To protect against sexual harassment Legislation remedies penalties 84. Do the following exist concerning sexual harassment in employment: No No No No Yes Yes No Sexual harassment No No No No No Yes Yes No No No Yes No No Yes No Solid marriage No Child and early marriage No Child and early marriage No Solid marriage for: 21 21 21 18 8 8. Are there exceptions? No No Yes No No Yes No No Yes No No No Yes No Child marriage penalized? Yes No No Yes No No No Yes No No No No No No No No No N	75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	Yes	Yes	No
78. Does domestic violence legislation protect unmarried intimate partners? No Pyes 80. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? No Pyes 81. Do protection orders for domestic violence prohibit contact? No Pyes 82. Is there a specialized count/procedure for domestic violence? No Regislation Civil penalties Remedies Penalties Sexual harassment Legislation Civil remedies Penalties Penalties Pes No 4. Do the following exist concerning sexual harassment, do the following exist: No No No No No Yes No 85. Is there legislation on sexual harassment in employment: No	76. Does domestic violence legislation protect family members?								
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment, do the following exist: 83. To protect against sexual harassment, do the following exist: 84. Do note he following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? 91. Is marital rape explicitly criminalized? No No No No No No No No No N									
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment 84. To protect against sexual harassment, do the following exist: 85. To protect against sexual harassment, do the following exist: 86. No 87. No 88. No 89. No 80.									
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 83. To protect against sexual harassment 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in employment: 86. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? 89. Is child marriage penalized? 89. Is child marriage penalized? 89. Is marriatel rape explicitly criminalized? 80. Is marriatel rape explicitly criminalized? 80. Is marriatel rape expertantors exempt if they are married to the victim? 80. Is child provided in the victim? 80. In the victim in the victi									
Legislation Civil penalties Legislation Civil penalties Legislation Civil penalties Pena	81. Do protection orders for domestic violence prohibit contact?								
Sexual harassment 83. To protect against sexual harassment, do the following exist: No No No No Yes Yes No 84. Do the following exist concerning sexual harassment in employment: No No No No Yes Yes No 85. Is there legislation on sexual harassment in education? No No No No No Yes 86. Is there legislation on sexual harassment in public places? No N	82. Is there a specialized court/procedure for domestic violence?	1	Vo			Y	es		
83. To protect against sexual harassment, do the following exist: NO NO NO NO Yes Yes NO 84. Do the following exist concerning sexual harassment in employment: NO NO NO NO Yes Yes NO 85. Is there legislation on sexual harassment in education? NO NO NO Yes Yes NO NO Child and early marriage Boys Girls 87. What is the legal age of marriage for: 21 21 18 18 18 88. Are there exceptions? NO NO NO Ses Is thind marriage void or prohibited? NO Yes Marrital rape 91. Is marital rape explicitly criminalized? NO Yes NO Yes 92. If not, can a wife or partner file a complaint? NO NO NO NO NO NO NO NO NO NO	Sevual harassment	Legislation				Legislation			
84. Do the following exist concerning sexual harassment in employment: No No No Yes Yes No 85. Is there legislation on sexual harassment in education? No							•		
86. Is there legislation on sexual harassment in public places? No Child and early marriage 87. What is the legal age of marriage for: 21 21 18 18 18 88. Are there exceptions? Yes No 89. Is child marriage void or prohibited? No Yes 90. Is child marriage penalized? Yes Warital rape 91. Is marital rape explicitly criminalized? No Yes No Yes No Yes No No No Yes No No No No No No No No No N	84. Do the following exist concerning sexual harassment in employment:		1	1			i	i	
Child and early marriage 87. What is the legal age of marriage for: 21 21 18 18 88. Are there exceptions? 89. Is child marriage void or prohibited? No 90. Is child marriage penalized? Yes Warital rape 91. Is marital rape explicitly criminalized? No Yes 92. If not, can a wife or partner file a complaint? No No No No No No No No No N	85. Is there legislation on sexual harassment in education?	1	Vo			Y	es		
87. What is the legal age of marriage for: 21 21 18 18 88. Are there exceptions? Yes No 90. Is child marriage penalized? Yes Yes Marital rape 91. Is marital rape explicitly criminalized? No Yes 92. If not, can a wife or partner file a complaint? No No No No No No No No No N	86. Is there legislation on sexual harassment in public places?	ı	Vo			N	lo		
88. Are there exceptions? 89. Is child marriage void or prohibited? 80. Is child marriage penalized? 80. Is child marriage penalized? 80. Is child marriage penalized? 80. Is marrial rape 81. Is marital rape explicitly criminalized? 80. Is marital rape explicitly criminalized? 80. Is marital rape explicitly criminalized? 80. If not, can a wife or partner file a complaint? 80. If not, can a wife or partner file a complaint? 81. Are rape perpetrators exempt if they are married to the victim? 82. If not, can a wife or partner file a complaint? 83. Are rape perpetrators exempt if they are married to the victim? 84. No 85. No 86. No	Child and early marriage								
89. Is child marriage void or prohibited? 90. Is child marriage penalized? Yes Yes Marital rape 91. Is marital rape explicitly criminalized? No Yes 92. If not, can a wife or partner file a complaint? No No No No No No No No No N	87. What is the legal age of marriage for:		•				•		
90. Is child marriage penalized? Wes Marital rape 91. Is marital rape explicitly criminalized? No Yes 92. If not, can a wife or partner file a complaint? No No No No No No No No No N	·								
Marital rape 91. Is marital rape explicitly criminalized? No Yes 92. If not, can a wife or partner file a complaint? No N/A 93. Are rape perpetrators exempt if they are married to the victim? No No									
91. Is marital rape explicitly criminalized? No Yes 92. If not, can a wife or partner file a complaint? No No No No No						1			
92. If not, can a wife or partner file a complaint? No N/A 93. Are rape perpetrators exempt if they are married to the victim? No No		1	No			Y	es		
93. Are rape perpetrators exempt if they are married to the victim? No No	92. If not, can a wife or partner file a complaint?								
94. Are rape perpetrators exempt if they marry the victim? No No	93. Are rape perpetrators exempt if they are married to the victim?	١	Vo			N	lo		_
	94. Are rape perpetrators exempt if they marry the victim?	1	Vo			N	lo		

SWITZERLAND			SYRIAN ARAB REPUBLIC
REGION		High income: OECD	Middle East & North Africa
INCOME GROUP		High income	Lower middle income
FEMALE POPULATION		4,150,985	11,435,605
FEMALE LABOR FORCE PARTICIPATION	78%		14%
ACCESSING INSTITUTIONS			
Constitutional rights			
1. Does the constitution contain a clause on nondiscrimination?	Yes Yes		Yes
2. If yes, does it mention gender?			Yes Yes
3. Does the constitution contain a clause on equality?	Yes		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized No	Invalid N/A	Recognized Invalid No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	Yes No
Quotas			
6. What are the quotas for women on corporate boards?	No c	uota	No quota
7. What are the quotas for women in parliament?	No c	juota	No quota
8. What are the quotas for women in local government?		uota	No quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?		uota	No quota No quota
Rights of married and unmarried women	Married	Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	No Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman qet a job in the same way as a man?	Yes Yes	Yes Yes	No Yes No Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes	Yes Yes No Yes
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	No Yes No No
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	Yes Yes
Division of responsibility within marriage			
22. Do spouses have equal rights to convey citizenship?		es	No
23. Are wives required to obey their husbands?		lo	No
24. Must spouses jointly financially maintain the family?	Y	es	No
JSING PROPERTY			
Marital property regime 25. What is the default marital property regime?	Deferred	community of property	Separation of property
26. Who administers marital property?		Original owner	Original owner
Protecting a wife's interests		3	,
27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N/A
28. Are there special provisions governing the marital home?		lo	No
29. Does the law provide for valuation of nonmonetary contributions?		es	No
Property rights	Married	Unmarried	Married Unmarried
80. Do men and women have equal ownership rights to property?	Yes	Yes	Yes Yes
Inheritance rights 31. Do sons and daughters have equal inheritance rights?	V	es	No
32. Do female and male surviving spouses have equal inheritance rights?		es	No
OING TO COURT			
Equality of access			
33. Are customary law courts recognized?	N	lo	No
34. Are personal law courts recognized?	N	lo	Yes
35. Is a woman's testimony afforded equal weight to that of a man?	Y	es	No
Judicial representation		1 0	
36. How many justices are on the constitutional court? 37. Of those, how many are women?		/A	11 0
37. Of those, now many are women? 88. Is the Chief Justice a woman?		/A /A	No
Efficiency of procedure	IN	,,,,	110
89. Is there a small claims court/fast track procedure?	Y	es	Yes
10. If yes, what is the maximum amount (%GNI/capita)?			58%
ROVIDING INCENTIVES TO WORK			
Personal income tax			
11. Are childcare payments tax deductible?	١	lo	No
	Men	Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No	No	No No
Childcare and education			
13. Is childcare subsidized or publicly provided?		es	No Voc
14. Is primary education free and compulsory?	Y	es	Yes
Financial support and care 45. Does the government provide a child allowance to parents?	Y	es	No
46. Must employers provide leave to care for sick relatives?		es	No

	SWITZERLAND		SYRIAN ARAB REPUBLIC					
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	(1%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	Yes	No	N/A		No	No	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I <mark>l Status</mark> No	Gender No		Marita	l Status No	Gender No	
		INU	INU		'	NO.	INU	
GETTING A JOB		1 2 1 1	1					
Parental benefits 50. Does the law mandate the following types of leave:	Maternity	Paternity No	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	Yes 98	N/A	N/A		120	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	59%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	14	N/A	N/A		30	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections	,	,						
57. Does the law mandate equal remuneration for work of equal value? 59. Does the law mandate productionination based on gooder in hiring?		es /es				lo .		
58. Does the law mandate nondiscrimination based on gender in hiring? 59. Is it prohibited for prospective employers to ask about family status?		'es Vo				lo lo		
60. Is dismissal of pregnant workers prohibited?		vo ′es				lo		
61. Are mothers guaranteed an equivalent position after maternity leave?		No.				lo		
62. Are nursing mothers entitled to nursing breaks?	١	'es			Y	es		
63. Are parents entitled to flexible/part-time schedules?	1	No			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	64	65			60	60		
65. When can one retire and get partial benefits?	62	63			60	60		
66. What is the mandatory retirement age?	69	70			65	65		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Yes				Vo		
68. Can women and men do the same jobs?		Yes		_	ı	Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	 	nappropriate	Arduous	Hazardous	-	appropriate	Arduous
70.6	Yes		Yes Construction	Yes Other	No Mining		lo Construction	No Other
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	+	103		Heavy lifting		110
, , , , , , , , , , , , , , , , , , ,	Yes	Yes	Yes		No	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	\	'es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?		I/A				lo		
74. Are there clear criminal penalties for domestic violence?		es es			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	No	No	No	No
76. Does domestic violence legislation protect family members?		'es				lo		
77. Does domestic violence legislation protect former spouses?		'es				lo		
78. Does domestic violence legislation protect unmarried intimate partners?		es /es				lo le		
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?		'es 'es				lo lo		
81. Do protection orders for domestic violence prohibit contact?		es es				lo		
82. Is there a specialized court/procedure for domestic violence?		es es				lo		
Sexual harassment	Legislation	Civil	Criminal		Legislation	Civil	Criminal	
83. To protect against sexual harassment, do the following exist:	Yes	remedies Yes	penalties Yes		Yes	remedies No	penalties Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	No		No	No	No	
85. Is there legislation on sexual harassment in education?		No				lo		
86. Is there legislation on sexual harassment in public places?		No			N	lo		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	17		
88. Are there exceptions?		No				es		
89. Is child marriage void or prohibited?		'es				es		
90. Is child marriage penalized?		No			N	lo		
Marital rape O1 to marital case qualicities originalized?		ilo				lo.		
91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?		Vo 'es				lo lo		
93. Are rape perpetrators exempt if they are married to the victim?		Vo Vo				es		
94. Are rape perpetrators exempt if they marry the victim?		No				es		
The state of the s								

	TAIWAN, CHINA	TAJIKISTAN		
REGION	East Asia & Pacific	Europe & Central Asia		
INCOME GROUP	High income	Lower middle income		
FEMALE POPULATION		4,191,647		
FEMALE LABOR FORCE PARTICIPATION		62%		
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	Yes	No		
2. If yes, does it mention gender?	Yes	N/A		
3. Does the constitution contain a clause on equality?	Yes	Yes		
	Recognized Invalid	Recognized Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A		
Quotas				
6. What are the quotas for women on corporate boards?	No quota	No quota		
7. What are the quotas for women in parliament?	No quota	No quota		
3. What are the quotas for women in local government?	25%	No quota		
9. What are the quotas for women on candidate lists for parliament?	50%	No quota		
O. What are the quotas for women on candidate lists for local government?	No quota	No quota		
Rights of married and unmarried women	Married Unmarried	Married Unmarried		
1. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes		
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes		
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes		
15. Can a woman get a job in the same way as a man? 16. Can a woman sign a contract in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes		
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes		
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes		
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A		
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Yes	Yes		
23. Are wives required to obey their husbands?	No	No		
24. Must spouses jointly financially maintain the family?	Yes	Yes		
JSING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Deferred community of property	Partial community of property		
26. Who administers marital property?	Original owner	Both must agree		
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A		
28. Are there special provisions governing the marital home?	No	No		
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes		
Property rights	Married Unmarried	Married Unmarried		
80. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes		
nheritance rights				
1. Do sons and daughters have equal inheritance rights?	Yes	Yes		
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes		
OING TO COURT				
Equality of access				
33. Are customary law courts recognized?	No	No		
14. Are personal law courts recognized?	No	No		
15. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes		
ludicial representation	,			
16. How many justices are on the constitutional court?	15	7		
77. Of those, how many are women?	2	1		
18. Is the Chief Justice a woman?	No	No		
Efficiency of procedure				
19. Is there a small claims court/fast track procedure?	Yes	No		
0. If yes, what is the maximum amount (%GNI/capita)?	15%	N/A		
ROVIDING INCENTIVES TO WORK				
Personal income tax				
1. Are childcare payments tax deductible?	No	No		
O Are there has deductions as well to recommend to the second second	Men Women	Men Women		
12. Are there tax deductions or credits specific to men/women?	No No	No No		
		Ver		
	Vee			
13. Is childcare subsidized or publicly provided?	Yes	Yes		
13. Is childcare subsidized or publicly provided? 14. Is primary education free and compulsory?	Yes Yes	Yes		
Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Financial support and care 45. Does the government provide a child allowance to parents?				

	TAIWAN, CHINA			TAJIKISTAN				
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities Yes	institutions		Retailers No	Utilities No	institutions Yes	
Discrimination		l Status	Gender			: No	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No			Vo	No	
GETTING A JOB			<u> </u>					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	Yes		Yes	No	Yes	
51. How much of such leave is paid (days)?	56	5	180		140	N/A	477.5	
52. Who pays for such leave?	Emp	Emp	Gov		Gov	N/A	Gov	
53. What % of wages are paid?	100%	100%	Partially paid		100%	N/A	Partially paid	
54. How much of such leave is unpaid (days)?	0	0	550		0	N/A	547.5	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			0	0		
56. In paid parental leave is there a portion that must be taken by the:	0	0			0	0		
Workplace protections		,						
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		'es				es es		
59. Is it prohibited for prospective employers to ask about family status?		'es Vo				lo		
60. Is dismissal of pregnant workers prohibited?		es es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		No.				es		
62. Are nursing mothers entitled to nursing breaks?	Y	'es			Ye	es		
63. Are parents entitled to flexible/part-time schedules?	Y	'es			Ye	es		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	65	65			58	63		
65. When can one retire and get partial benefits?	50	50			58	63		
66. What is the mandatory retirement age?	65	65			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Yes				No No		
68. Can women and men do the same jobs?		Yes :		:				
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
		· .	,					
70 Can warmen work in these accurations in the same way as many	Yes		Yes	Yes	No Mining		es Construction	No
70. Can women work in these occupations in the same way as men:	Yes Mining Yes	Factories Yes	Yes Construction Yes	Yes Other Yes	No Mining No		es Construction No	No Other No
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	Mining Yes	Factories	Construction Yes	Other	Mining No	Factories	Construction No	Other
<u> </u>	Mining Yes	Factories Yes	Construction Yes	Other	Mining No	Factories No Heavy lifting	Construction No	Other
<u> </u>	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining No Metalwork	Factories No Heavy lifting	Construction No Other	Other
71. Can women work on these tasks in the same way as men:	Mining Yes Metalwork	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining No Metalwork	Factories No Heavy lifting	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	Mining Yes Metalwork Yes	Factories Yes Heavy lifting	Construction Yes Other	Other	Mining No Metalwork No	Factories No Heavy lifting	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining No Metalwork No	Factories No Heavy lifting No	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes	Construction Yes Other	Other	Mining No Metalwork No	Factories No Heavy lifting No	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	Mining Yes Metalwork Yes	Factories Yes Heavy lifting Yes Yes	Construction Yes Other	Other	Mining No Metalwork No	No Heavy lifting No No Acceptation	Construction No Other	Other
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	Mining Yes Metalwork Yes Yes N N Physical Yes	Factories Yes Heavy lifting Yes es //A No Sexual No	Construction Yes Other Yes	Other Yes	Mining No Metalwork No Yi No Physical Yes	Factories No Heavy lifting No Sexual Yes	Construction No Other No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Mining Yes Metalwork Yes N N Physical Yes	Yes Heavy lifting Yes Ves Ves Ves Ves Ves Ves Ves	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork No Yi N Physical Yes	Factories No Heavy lifting No Sexual Yes	Construction No Other No Emotional	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	Mining Yes Metalwork Yes N Physical Yes Yes	Factories Yes Heavy lifting Yes es No Sexual No Res No	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork No Yi No Physical Yes	Pactories No Heavy lifting No No Sexual Yes es	Construction No Other No Emotional	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining Yes Metalwork Yes Yes Physical Yes Yes	Factories Yes Heavy lifting Yes es Sexual No es Res Sexual No es Res Res No es Res Res Res Res Res Res Res	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork No Yi No Physical Yes No	Factories No Heavy lifting No Sexual Yes	Construction No Other No Emotional	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Mining Yes Metalwork Yes Yes Physical Yes Yes	Factories Yes Heavy lifting Yes es //A lo Sexual No es es es es es	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork No Ye No Physical Yes No	Pactories No Heavy lifting No Sexual Yes es lo lo lo es	Construction No Other No Emotional	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	Mining Yes Metalwork Yes Yes Physical Yes Yes	Factories Yes Heavy lifting Yes es Sexual No es Res Sexual No es Res Res No es Res Res Res Res Res Res Res	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork No You Physical Yes No No No No No No No No No N	Factories No Heavy lifting No Sexual Yes	Construction No Other No Emotional	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Mining Yes Metalwork Yes Yes Physical Yes Yes Yes	Factories Yes Heavy lifting Yes es //A lo Sexual No es es es es es es	Construction Yes Other Yes Emotional	Other Yes	Mining No Metalwork No Yo No Physical Yes Yo No	Pactories No Heavy lifting No Sexual Yes es lo lo lo lo	Construction No Other No Emotional	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Mining Yes Metalwork Yes Yes Physical Yes Yes Yes	Yes Heavy lifting Yes Heavy lifting Yes es es Sexual No es es es es cs cs cs cr cr cr cr cr cr c	Construction Yes Other Yes Emotional Yes Criminal	Other Yes	Mining No Metalwork No Yes Physical Yes N N N N N N N N N N N N N	Pactories No Heavy lifting No Sexual Yes es lo lo corrections Ves Ves Ves Ves Ves Ves Ves Ves Ves Ve	Construction No Other No Emotional Yes Criminal	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es //A lo Sexual No es es es es cs cr cr cr cr cr cr cr cr c	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes	Mining No Metalwork No Yes Physical Yes No No No No No No No No No N	Pactories No Heavy lifting No Sexual Yes es lo lo civil remedies	Construction No Other No Emotional Yes Criminal penalties	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Mining Yes Metalwork Yes Yes Physical Yes Yes Yes	Yes Heavy lifting Yes Heavy lifting Yes es es Sexual No es es es es cs cs cs cr cr cr cr cr cr c	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yes Physical Yes N N N N N N N N N N N N N	Pactories No Heavy lifting No Sexual Yes es lo lo corrections Ves Ves Ves Ves Ves Ves Ves Ves Ves Ve	Construction No Other No Emotional Yes Criminal	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Mining Yes Metalwork Yes Physical Yes Yes Yes Physical Yes Yes Yes Yes Yes	Factories Yes Heavy lifting Yes es //A lo Sexual No es es es es es es es es ey es ey es ey	Construction Yes Other Yes Emotional Yes Criminal penalties	Other Yes	Mining No Metalwork No Yo No Physical Yes Yo No No No No No No No No No	Pactories No Heavy lifting No Sexual Yes es lo lo color civil remedies No	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es //A //A //A //A //A //A //A //A //A //	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yo No Physical Yes Yo No	Pactories No Heavy lifting No Sexual Yes es lo lo co to civil remedies No No	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es //A // No es	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yo No Physical Yes Yo No	Pactories No Heavy lifting No Sexual Yes lo lo lo civil remedies No No	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Mining Yes Metalwork Yes N N Physical Yes Y Y Y Y Y Y Legislation Yes Yes Yes N N N N N N N N N N N N N N N N N N N	es Ves Ves Ves Ves Ves Ves Ves Ves Ves V	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yell No Physical Yes Yell No	Factories No Heavy lifting No Sexual Yes es Ido Ido Ido Civil remedies No No Ido Ido Ido Ido Ido Ido Ido Ido Ido Id	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual No Sexual No es es es es es es es es es for interpretation Yes It is interpretation No Res	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yi No Physical Yes Yi N N N N N N N N N N N N N N N N N N	Factories No Heavy lifting No Sexual Yes es lo lo Civil remedies No No lo Girls 18	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Festories Yes Heavy lifting Yes es Civil remedies Yes Yes Girls 18 es Factories Fes Factories Fes Fes Fes Fes Fes Fes Fes Fes Fes F	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yi No Physical Yes You No	Pactories No Heavy lifting No Sexual Yes lo lo lo civil remedies No No lo	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Factories Yes Yes Heavy lifting Yes es Sexual No Sexual No es es es es es es es es es for inemedies Yes Yes and inemedies Yes For inemedi	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yi No Physical Yes You No	Factories No Heavy lifting No Sexual Yes es lo lo Civil remedies No No lo Girls 18	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Heavy lifting Yes es //A lo Sexual No es es es es es es es es es //A lo Girls Temedies Yes Girls 18 es	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yes No Physical Yes No	Factories No Heavy lifting No Sexual Yes es lo lo lo lo Civil remedies No No lo	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Heavy lifting Yes Wes Sexual No Sexual Res Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yes No Physical Yes No	Factories No Heavy lifting No Sexual Yes es lo lo lo civil remedies No No lo	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence emove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	Mining Yes Metalwork Yes Physical Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Heavy lifting Yes es //A lo Sexual No es es es es es es es es es //A lo Girls Temedies Yes Girls 18 es	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yes No Physical Yes No	Factories No Heavy lifting No Sexual Yes es lo lo lo lo Civil remedies No No lo	Construction No Other No Emotional Yes Criminal penalties No	Other No
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	Mining Yes Metalwork Yes Physical Yes Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	es Yes Yes Yes Yes Yes Yes Yes Yes Yes Y	Construction Yes Other Yes Emotional Yes Criminal penalties Yes	Other Yes	Mining No Metalwork No Yes No Physical Yes Yes No	Factories No Heavy lifting No Sexual Yes es lo lo lo lo ctivil remedies No No lo	Construction No Other No Emotional Yes Criminal penalties No	Other No

	TANZANIA		IA	THAILAND		
REGION	Sub-Saharan Africa		frica	East Asia & Pacific		
INCOME GROUP		Low income	e	Upper middle income		
FEMALE POPULATION		25,372,041		34,315,295		
FEMALE LABOR FORCE PARTICIPATION		90%			71%	
ACCESSING INSTITUTIONS						
Constitutional rights						
Does the constitution contain a clause on nondiscrimination?	Yı	25		1	No	
2. If yes, does it mention gender?		25			I/A	
3. Does the constitution contain a clause on equality?		25			/es	
	Recognized	Invalid		Recognized	Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		No	N/A	
Quotas	110	14/1		110	14/11	
6. What are the quotas for women on corporate boards?	No q	uota		No	quota	
7. What are the quotas for women in parliament?	30				quota	
8. What are the quotas for women in local government?	No q				quota	
9. What are the quotas for women on candidate lists for parliament?	No q				quota	
10. What are the quotas for women on candidate lists for local government?	No q				quota	
Rights of married and unmarried women	Married	Unmarried		Married	Unmarried	
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		Yes	Yes	
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A		Yes	Yes	
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes		Yes	Yes	
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		Yes	Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes		Yes	Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		Yes	Yes	
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes		Yes Yes	Yes Yes	
19. Can a woman choose where to live in the same way as a man?	Yes	Yes		Yes	Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes		Yes	Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		N/A	N/A	
Division of responsibility within marriage					•	
22. Do spouses have equal rights to convey citizenship?	N	lo		1	No	
23. Are wives required to obey their husbands?	N	lo		1	No	
24. Must spouses jointly financially maintain the family?	N	lo		}	/es	
USING PROPERTY						
Marital property regime						
25. What is the default marital property regime?	Sep	aration of property		Partial	community of property	
26. Who administers marital property?		Original owner			Both must agree	
Protecting a wife's interests						
27. If the husband administers property, is spousal consent required for major transactions?	N,	/A		N	I/A	
28. Are there special provisions governing the marital home?	Y	25		1	No	
29. Does the law provide for valuation of nonmonetary contributions?	Y	25		}	⁄es	
Property rights	Married	Unmarried		Married	Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes		Yes	Yes	
Inheritance rights						
31. Do sons and daughters have equal inheritance rights?	N	lo.		١	/es	
32. Do female and male surviving spouses have equal inheritance rights?		0			/es	
GOING TO COURT						
Equality of access		l-			N ₂	
33. Are customary law courts recognized?	N				No.	
34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	N V				No.	
, , ,	Ye	25		1	⁄es	
Judicial representation	N	//			9	
36. How many justices are on the constitutional court?	N,				0	
37. Of those, how many are women? 38. Is the Chief Justice a woman?	N,				Vo	
	N,	/A		'	NO	
20 Is there a small claims count (fact track presedure)		lo.		\	los	
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	N.	/A			/es	
	IN	/A		17	1470	
PROVIDING INCENTIVES TO WORK						
Personal income tax		1.				
41. Are childcare payments tax deductible?	N	0		ı	No .	
	Men	Women		Men	Women	
42. Are there tax deductions or credits specific to men/women?	No	No		No	No	
Childcare and education						
43. Is childcare subsidized or publicly provided?	N	0)	/es	
		lo		}	⁄es	
44. Is primary education free and compulsory?	N	10				
44. Is primary education free and compulsory? Financial support and care	N.					
		0		١	/es	

	TANZANIA		THAILAND					
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions No	
Disaviration	No	No	No		No	No I Status		
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			Vo	Gender No	
GETTING A JOB			:					
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	84	3	N/A		90	N/A	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	N/A	N/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections	14/74	. 14//1			Т	. 14//		
57. Does the law mandate equal remuneration for work of equal value?	Υ	'es			N	i lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es				lo		
59. Is it prohibited for prospective employers to ask about family status?		Vo				lo		
60. Is dismissal of pregnant workers prohibited?		'es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		'es				lo In		
62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules?		'es Vo				lo lo		
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 55	Men 55		
65. When can one retire and get partial benefits?	55	55			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Yes .				/es		
68. Can women and men do the same jobs?	`	Yes				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		Yes	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining Yes	Factories Yes	Construction Yes	Other Yes	Mining No	Yes	Construction No	Other Yes
71. Can women work on these tasks in the same way as men:		Heavy lifting		103		Heavy lifting		163
,	Yes	Yes	Yes		Yes	No	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	1	No			Y	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		No.				/A		
74. Are there clear criminal penalties for domestic violence?	N	lo .			Υ	'es		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?		No .				es		
77. Does domestic violence legislation protect former spouses?78. Does domestic violence legislation protect unmarried intimate partners?		lo lo				'es 'es		
79. Do protection orders for domestic violence exist?		Vo				'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		No.				'es		
81. Do protection orders for domestic violence prohibit contact?	1	Vo.			Υ	'es		
82. Is there a specialized court/procedure for domestic violence?	١	Vo.			Y	es		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	Yes	No	Yes		Yes	No	Yes	
85. Is there legislation on sexual harassment in education?		No.				lo		
86. Is there legislation on sexual harassment in public places?	N	No .			N	lo		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			20 v	20		
88. Are there exceptions? 89. Is child marriage void or prohibited?		'es 'es				es es		
90. Is child marriage void or promoted?		lo				lo		
Marital rape								
91. Is marital rape explicitly criminalized?	N	No			Y	'es		
92. If not, can a wife or partner file a complaint?	N	No				/A		
93. Are rape perpetrators exempt if they are married to the victim?		'es				lo		
94. Are rape perpetrators exempt if they marry the victim?	N	lo			N	lo		

	TIMOR-LESTE	TOGO
REGION	East Asia & Pacific	Sub-Saharan Africa
INCOME GROUP	Lower middle income	Low income
FEMALE POPULATION	595.879	3,543,062
FEMALE LABOR FORCE PARTICIPATION	25%	82%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination?	Yes	No
2. If yes, does it mention gender?	Yes	N/A
3. Does the constitution contain a clause on equality?	Yes	Yes
A le customanu laur recognized / invalid if it vislates provisions on pondicerimination or equality?	Recognized Invalid Yes Yes	Recognized Invalid Yes Yes
 Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality? 	No N/A	No N/A
Ouotas	100 ; 100	147.
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	> 0	No quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota	50% No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	Yes Yes	Yes Yes
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	Yes No	No No
23. Are wives required to obey their husbands? 24. Must spouses jointly financially maintain the family?	Yes	Yes
USING PROPERTY		1.03
Marital property regime		
25. What is the default marital property regime?	Partial community of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	N/A Yes	N/A No
29. Does the law provide for valuation of nonmonetary contributions?	No	No
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	Yes
32. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
GOING TO COURT		
Equality of access	Mo	No
33. Are customary law courts recognized? 34. Are personal law courts recognized?	No No	No No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	5	9
37. Of those, how many are women?	1 N-	1
38. Is the Chief Justice a woman?	No	No
Efficiency of procedure 39. Is there a small claims court/fast track procedure?	No	No
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	N/A
PROVIDING INCENTIVES TO WORK		
Personal income tax		
41. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	Yes No
Childcare and education	Vec	No
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	Yes Yes	No Yes
Financial support and care		103
45. Does the government provide a child allowance to parents?	No	Yes
46. Must employers provide leave to care for sick relatives?	Yes	No

	TIMOR-LESTE			T0G0				
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			173	35%		
47.1 million loan amount covered by credit agencies (want/capital):	0	/u !	Minnelland		17.	!	Minnellana	
48. Do the following provide information to credit agencies:	Retailers	Utilities No	Microfinance institutions No		Retailers No	Utilities No	Microfinance institutions No	
Discrimination		Status	Gender			: Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
			110				110	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity	Paternity	Parental No		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	Yes 84	Yes 5	N/A		98	2	N/A	
52. Who pays for such leave?	Emp	Emp	N/A		Emp & Gov	Emp	N/A	
53. What % of wages are paid?	100%	100%	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	0	N/A		0	0	N/A	
3 Whom meet of seem care is display (adjs).	Mother	Father	: '','		Mother	Father	,	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
·	14/11	, IN/IN			14/11	: 14/71		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?	N.	lo			V	es		
58. Does the law mandate equal remoneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?	Ye					lo		
59. Is it prohibited for prospective employers to ask about family status?	N					lo		
60. Is dismissal of pregnant workers prohibited?	Ye					es		
61. Are mothers quaranteed an equivalent position after maternity leave?	Ye					es		
62. Are nursing mothers entitled to nursing breaks?	Ye					es		
63. Are parents entitled to flexible/part-time schedules?	N	lo			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	N/A	N/A			60	60		
65. When can one retire and get partial benefits?	N/A	N/A			55	55		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	\	es es			\	/es		
68. Can women and men do the same jobs?		es es				No		
<u> </u>	Hazardous	Morally in	anneneista .	Arduous	Hazardous	Morally in	anneneista i	Arduous
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate 'es	Arduous Yes	No		appropriate /es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
70. Can women work in these occupations in the same way as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
	V					L.		
72. Is there domestic violence legislation?		es				lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N,	/A			IN	lo		
74. Are there clear criminal penalties for domestic violence?	Y					I.		
75. Door domestic violence legiclation cover the following abuse:		es Cannal	Frankissal	F		lo Cannal	Funtional	Farmani.
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	
77. Does domestic violence legislation protect farminy members:	Physical Yes	Sexual Yes	Emotional Yes	Economic Yes	Physical No	Sexual No	Emotional No	Economic No
	Physical Yes	Sexual Yes			Physical No	Sexual No		
	Physical Yes Yes	Sexual Yes es			Physical No	Sexual No lo		
78. Does domestic violence legislation protect unmarried intimate partners?	Physical Yes Yes Yes	Yes es es			Physical No No	No No lo lo		
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	Physical Yes Yes Yes Yes	Yes es es es es			Physical No	No lo lo lo		
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	Physical Yes Yes Yes Yes Yes	Yes es es es es es			Physical No	No lo lo lo lo		
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	Physical Yes	Yes es es es es es es			Physical No No N N N N N N N N N N N N N N N N	Sexual No lo lo lo lo lo lo lo		
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes	Yes Yes es es es es Civil	Yes		Physical No No N N N N N N N N N N N N N N N N	Sexual No lo lo lo lo lo co lo	No Criminal	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Physical Yes	Yes es es es es control Civil remedies	Yes Criminal penalties		Physical No	Sexual No lo lo lo lo lo co lo co co civil remedies	No Criminal penalties	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	Physical Yes	Yes Yes es es es es Civil	Yes		Physical No	Sexual No lo lo lo lo lo co lo	No Criminal	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	Physical Yes	Yes es es es es Civil remedies No	Yes Criminal penalties No		Physical No Legislation Yes Yes	No lo lo lo lo lo lo co remedies Yes	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	Physical Yes	Yes es es es es es es es No No	Yes Criminal penalties No		Physical No Legislation Yes Yes	No lo	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Physical Yes	Sexual Yes es es es es es es es No No lo	Yes Criminal penalties No		Physical No	Sexual No lo	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Physical Yes	Sexual Yes es e	Yes Criminal penalties No		Physical No Legislation Yes Yes	Sexual No lo lo lo lo lo covil remedies Yes Yes lo lo lo lo lo lo lo lo lo l	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical Yes	Sexual Yes es es es es es es No No lo lo Girls	Yes Criminal penalties No		Physical No	Sexual No lo	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Physical Yes	Sexual Yes es es es es es es No No Girls 17	Yes Criminal penalties No		Physical No	Sexual No lo	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Physical Yes	Sexual Yes es fivil remedies No No lo lo firls 17	Yes Criminal penalties No		Physical No	Sexual No lo	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Physical Yes	Sexual Yes es Civil remedies No No lo lo Girls 17	Yes Criminal penalties No		Physical No	Sexual No lo	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	Sexual Yes es Civil remedies No No lo lo Girls 17	Yes Criminal penalties No		Physical No	Sexual No lo	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Physical Yes Yes Yes Yes Yes Yes Yes Yes Yes N N N N N N N N N N N N N N N N N N N	Sexual Yes es e	Yes Criminal penalties No		Physical No	Sexual No lo	Criminal penalties Yes	
78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Physical Yes Yes Yes Yes Yes Yes Yes Yes N N Boys 17 N N Yes Yes N N N N N N N N N N N N N N N N N N N	Sexual Yes es e	Yes Criminal penalties No		Physical No	Sexual No lo	Criminal penalties Yes	Ro No

		TONCA	TRINIDAD AND TODACO
	TONGA		TRINIDAD AND TOBAGO
REGION	East Asia & Pacific		Latin America & Caribbean
INCOME GROUP		Upper middle income	High income
FEMALE POPULATION		52,748	679,957
FEMALE LABOR FORCE PARTICIPATION		56%	60%
ACCESSING INSTITUTIONS			
Constitutional rights			Y.
Does the constitution contain a clause on nondiscrimination? House does it marking goods?	N		Yes
2. If yes, does it mention gender?		/A es	Yes Yes
3. Does the constitution contain a clause on equality?			
A la custaman la custama / in cultil 16 ts dislata and dislata and dislata and dislata and dislata and dislata	Recognized	Invalid	Recognized Invalid
Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality? Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No No	N/A N/A	No N/A No N/A
	INU	IV/A	NO N/A
Quotas 6. What are the quotas for women on corporate boards?	No.c	uota	No quota
7. What are the quotas for women in parliament?	No c		No quota
8. What are the quotas for women in local government?	No c		No quota
9. What are the quotas for women on candidate lists for parliament?		uota	No quota
10. What are the quotas for women on candidate lists for local government?		uota	No quota
Rights of married and unmarried women	Married	Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	No Yes
2. Can a woman apply for a national ID card in the same way as a man?	Yes	Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A N/A
Division of responsibility within marriage			
22. Do spouses have equal rights to convey citizenship?	Y	es	Yes
23. Are wives required to obey their husbands?	N	lo	No
24. Must spouses jointly financially maintain the family?	Y	es	Yes
JSING PROPERTY			
Marital property regime			
25. What is the default marital property regime?		aration of property	Separation of property
26. Who administers marital property?		Original owner	Original owner
Protecting a wife's interests			
27. If the husband administers property, is spousal consent required for major transactions?		/A	N/A
28. Are there special provisions governing the marital home?	N		Yes
29. Does the law provide for valuation of nonmonetary contributions?	N		Yes
Property rights	Married	Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	No	No	Yes Yes
Inheritance rights			
31. Do sons and daughters have equal inheritance rights?	N		Yes
32. Do female and male surviving spouses have equal inheritance rights?	IV.	0	Yes
GOING TO COURT			
Equality of access			
33. Are customary law courts recognized?	N		No
34. Are personal law courts recognized?		0	No
35. Is a woman's testimony afforded equal weight to that of a man?	Y	25	Yes
Judicial representation			
36. How many justices are on the constitutional court?		3	11
37. Of those, how many are women?)	3
38. Is the Chief Justice a woman?	N	U	No
Efficiency of procedure	W	26	Vac
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	13	25	Yes 47%
	13	U 70	47 70
ROVIDING INCENTIVES TO WORK			
Personal income tax 11. Are children payments tay deductible?	N	lo.	No
11. Are childcare payments tax deductible?			,
	Men	Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No	No	No No
Childcare and education			
43. Is childcare subsidized or publicly provided?		25	Yes
44. Is primary education free and compulsory?	٨	0	Yes
Financial support and care			
45. Does the government provide a child allowance to parents?		0	Yes
46. Must employers provide leave to care for sick relatives?		lo	No

	TONGA			TRINIDAD AND TOBAGO				
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
		:	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
D	No	No	No		No	Yes	No	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			I Status /es	Gender Yes	
·	'	NO.	INU			163	163	
GETTING A JOB			1				1 2 2.	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity No	Paternity No	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	N/A	N/A	N/A		98	N/A	N/A	
52. Who pays for such leave?	N/A	N/A	N/A		Emp & Gov	N/A	N/A	
53. What % of wages are paid?	N/A	N/A	N/A		61%	N/A	N/A	
54. How much of such leave is unpaid (days)?	N/A	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	N'	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				'es		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		lo				lo		
61. Are mothers guaranteed an equivalent position after maternity leave?		/A				es		
62. Are nursing mothers entitled to nursing breaks? 63. Are parents entitled to flexible/part-time schedules?		lo				lo lo		
		lo :						
Retirement & pensions 64. When can one retire and get full benefits?	Women 60	Men 60			Women 65	Men 65		
65. When can one retire and get ruin benefits?	60	60			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
· •	14//	14/11			Пут	14/11		
Working hours and industry restrictions 67. Can women and men work the same night hours?		'es			\	/es		
68. Can women and men do the same jobs?		es es				es/es		
·			anneneista.	Arduous		,		Arduous
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate /es	Arduous Yes	Hazardous Yes		appropriate 'es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
70. Can Women work in close occupations in the same way as men.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	Yes	Yes	Yes		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?								
73. If not, are there aggravated penalties for offenses between spouses/family members?	Ye	PS .			Y	'es		
		es /A				es /A		
74. Are there clear criminal penalties for domestic violence?	N,	es /A			N	es /A		
74. Are there clear criminal penalties for domestic violence?	N,	/A	Emotional	Economic	N	/A	Emotional	Economi
74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse:	N, Ye	/A es	Emotional Yes	Economic Yes	N Y	/A es	Emotional Yes	Economi Yes
	N, Ye Physical Yes	/A es Sexual			N Y Physical Yes	/A es Sexual		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	N, Ye Physical Yes	/A es Sexual Yes			Physical Yes	/A es Sexual Yes		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	N, Yo Physical Yes Yi	/A es Sexual Yes es es es			Physical Yes Yes Yes	/A es Sexual Yes es es es		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	N. Y. Physical Yes Yes Yes Yes Yes	/A ees Sexual Yes ees ees ees ees ees			Physical Yes Yes Yes	/A es Sexual Yes es es es es es		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N. Y. Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes es es es es es es es es e			N Y. Physical Yes Y. Y. Y.	/A ees Sexual Yes es es es es es es es		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N, Yes Physical Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes es es es es es es es es e			N Yes Physical Yes Yes Yes Yes	/A ees Sexual Yes es		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	N. Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A ess Sexual Yes ess ess ess ess ess ess ess ess	Yes		N Yes Yes Yes Yes Yes Yes	/A es Sexual Yes es	Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	N, Yes Physical Yes Yes Yes Yes Yes Yes Yes	Yes Sexual Yes es es es es es es es es e			N Yes Physical Yes Yes Yes Yes	/A ees Sexual Yes es		
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	N. Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	/A es Sexual Yes es es es es es Civil	Yes		N Yes Yes Yes Yes Yes Yes	/A es Sexual Yes es e	Yes	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	N, Yes Physical Yes	/A es Sexual Yes es es es es es es es No No No	Yes Criminal penalties		No No	/A es Sexual Yes es es es es es es No No	Yes Criminal penalties	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	N, Yes Physical Yes	/A es Sexual Yes es es es es es es es No No No lo	Yes Criminal penalties No		No No No	/A es Sexual Yes es es es es es es No	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	N. Yes Physical Yes	/A es Sexual Yes es es es es es es No No No lo lo lo lo Sexual Yes es Sexual Yes es e	Yes Criminal penalties No		No N	/A es Sexual Yes es es es es es No No No No	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in public places? Child and early marriage	N, Yes Physical Yes	/A es Sexual Yes es es es es es es No No lo lo Girls	Yes Criminal penalties No		No N	/A ees Sexual Yes es es es es es es No No lo Girls	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	N, You Physical Yes	/A es Sexual Yes es Sexual Yes es Ses es Ses Ses Ses Ses Ses Ses Ses	Yes Criminal penalties No		N Y Yes	/A es Sexual Yes es es es es es es No No lo Girls 18	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	N, Yes Physical Yes	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Yes Criminal penalties No		N Y Yes	/A ees Sexual Yes es es es es es Civil remedies No No lo lo Girls 18	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence ermove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	N, Yes Physical Yes	/A es Sexual Yes es Sexual Yes es Ses Ses Ses Ses Ses Ses Ses Ses Se	Yes Criminal penalties No		N Y Yes	/A ees Sexual Yes es es es es es ev Civil remedies No No lo lo Girls 18 ees	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	N, Yes Physical Yes	/A ess Sexual Yes ess ess ess ess ess ess ess ess ess	Yes Criminal penalties No		N Y Yes	/A ees Sexual Yes es es es es es Civil remedies No No lo lo Girls 18	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	N, Yes Physical Yes	/A es Sexual Yes es Sexual Yes es Ses es Ses Ses Ses Ses Ses Ses Ses	Yes Criminal penalties No		N Y Yes	/A ees Sexual Yes es es es es es es es es Civil remedies No No lo lo lo Girls 18 es lo lo	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	N, You Physical Yes	/A es Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Criminal penalties No		No N	/A es Sexual Yes es es es es es es es es Civil remedies No No lo lo Girls 18 es	Yes Criminal penalties No	
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence exist? 81. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? **Sexual harassment** 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? **Child and early marriage** 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? **Marital rape**	N, You Physical Yes	/A es Sexual Yes es e	Yes Criminal penalties No		No N	/A ees Sexual Yes es es es es es es es es Civil remedies No No lo lo lo Girls 18 es lo lo	Yes Criminal penalties No	

	TUNICIA	TURKEY
	TUNISIA	
REGION	Middle East & North Africa	Europe & Central Asia
INCOME GROUP	Upper middle income	Upper middle income
FEMALE POPULATION	5,549,022	38,599,168
FEMALE LABOR FORCE PARTICIPATION	27%	32%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination? Have does it mention goodes?	Yes	Yes
2. If yes, does it mention gender?	Yes Yes	Yes Yes
3. Does the constitution contain a clause on equality?		
4	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A No N/A	No N/A No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	NO N/A	No N/A
Quotas 6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
8. What are the quotas for women in local government?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament?	50%	No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man? 17. Can a woman register a business in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	No Yes	N/A N/A
Division of responsibility within marriage		
22. Do spouses have equal rights to convey citizenship?	No	Yes
23. Are wives required to obey their husbands?	No	No
24. Must spouses jointly financially maintain the family?	Yes	Yes
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Partial community of property
26. Who administers marital property?	Original owner	Both must agree
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	Yes
29. Does the law provide for valuation of nonmonetary contributions?	No .	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	No	Yes
32. Do female and male surviving spouses have equal inheritance rights?	No	Yes
GOING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	12	17
37. Of those, how many are women?		O No
38. Is the Chief Justice a woman?		No
Efficiency of procedure	Voc	No
39. Is there a small claims court/fast track procedure?	Yes 92%	No N/A
40. If yes, what is the maximum amount (%GNI/capita)?	3L /0	IV/A
PROVIDING INCENTIVES TO WORK		
Personal income tax	No	No
41. Are childcare payments tax deductible?	:	·
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	Yes No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	Yes	Yes
46. Must employers provide leave to care for sick relatives?	No	No

	TUNISIA		TURKEY					
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0)%			0	%		
		!	Microfinance			!	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	No	No	No		No	No	No	
Discrimination		al Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		No	No			No	No	
GETTING A JOB						•		
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	No	No	
51. How much of such leave is paid (days)?	30	1	N/A		112	N/A	N/A	
52. Who pays for such leave?	Gov	Gov	N/A		Gov	N/A	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	67%	100%	N/A N/A		67% 180	N/A N/A	N/A N/A	
54. How frider of such leave is dripaid (days):		-	IN/A				IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
	NA	IN/A			IV/A	N/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		No			V	es		
58. Does the law mandate equal remoneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		No				lo		
59. Is it prohibited for prospective employers to ask about family status?		No				lo		
60. Is dismissal of pregnant workers prohibited?		/es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?	1	No			N	lo		
62. Are nursing mothers entitled to nursing breaks?	Y	/es			Υ	es		
63. Are parents entitled to flexible/part-time schedules?	١	No			Ņ	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			58	60		
65. When can one retire and get partial benefits?	60	60			58	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		No				Vo		
68. Can women and men do the same jobs?		No				No		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		/es	Yes	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining No	Factories Yes	Construction	Other	Mining No	Factories Yes	Construction Yes	Other
71. Can women work on these tasks in the same way as men:		Heavy lifting	Yes Other	Yes		Heavy lifting		Yes
7 1. Can women work on these tasks in the same way as men.	No	Yes	Yes		Yes	Yes	No	
PROTECTING WOMEN FROM VIOLENCE	110	:			103			
Domestic violence								
72. Is there domestic violence legislation?		No				es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/es				/A		
74. Are there clear criminal penalties for domestic violence?		res Coursel	Foretional	Farancia		es	Emetional	F
75. Door demostic violence legiclation cover the following abuse:	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No	No No	No	No	Yes	Yes es	Yes	Yes
77. Does domestic violence legislation protect former spouses?		No				lo		
78. Does domestic violence legislation protect unmarried intimate partners?		No				lo		
79. Do protection orders for domestic violence exist?		No				es		
80. Do protection orders for domestic violence remove the perpetrator from the home?	1	No			Υ	es		
81. Do protection orders for domestic violence prohibit contact?	1	No			Υ	es		
82. Is there a specialized court/procedure for domestic violence?	1	No			Υ	es		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	yes Yes		Yes	Yes	yes	
84. Do the following exist concerning sexual harassment in employment:	No	No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?		No				lo	103	
86. Is there legislation on sexual harassment in public places?		No				lo		
Child and early marriage	Boys	Girls			Boys	Girls		
87. What is the legal age of marriage for:	18	18			18	18		
88. Are there exceptions?		/es				es		
89. Is child marriage void or prohibited?	Y	/es			Y	es		
90. Is child marriage penalized?					N	lo		
		No			'	10		
Marital rape		No			·			
91. Is marital rape explicitly criminalized?	N	No			Y	es		
91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	n N Y	No ⁄es			Y	es /A		
Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?	л У М	No			Y N	es		

		UGANDA	IIKR	AINE
REGION		Sub-Saharan Africa		Central Asia
INCOME GROUP		Low income		Idle income
FEMALE POPULATION		19,370,053	24,46	57,344
FEMALE LABOR FORCE PARTICIPATION		77%	6.	3%
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Y	es	No	
2. If yes, does it mention gender?		es	N/A	
3. Does the constitution contain a clause on equality?	Y	es	Yes	
	Recognized	Invalid	Recognized Invalid	
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No N/A	
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes	No N/A	
Quotas 6. What are the quotas for women on corporate boards?	No.	juota	No quota	
7. What are the quotas for women in parliament?		9%	No quota	
What are the quotas for women in local government?		3%	No quota	
9. What are the quotas for women on candidate lists for parliament?	No d	quota	No quota	
10. What are the quotas for women on candidate lists for local government?	No o	quota	No quota	
Rights of married and unmarried women	Married	Unmarried	Married Unmarried	
11. Can a woman apply for a passport in the same way as a man?	No	Yes	Yes Yes	
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes	
14. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes Yes	
15. Can a woman get a job in the same way as a man?	Yes	Yes	Yes Yes	
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes Yes	
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes Yes	
18. Can a woman open a bank account in the same way as a man? 19. Can a woman choose where to live in the same way as a man?	Yes Yes	Yes Yes	Yes Yes Yes Yes	
20. Can a woman confer citizenship to children in the same way as a man?	Yes	Yes	Yes Yes	
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A	N/A N/A	
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?		es	Yes	
23. Are wives required to obey their husbands?		lo	No	
24. Must spouses jointly financially maintain the family?	Y	es	Yes	
USING PROPERTY				
Marital property regime 25. What is the default marital property regime?	Con	aration of property	Partial community of	proporty
26. Who administers marital property?	зер	Original owner	Both must agre	
Protecting a wife's interests		onginal office	Both music agree	
27. If the husband administers property, is spousal consent required for major transactions?	N	/A	N/A	
28. Are there special provisions governing the marital home?	Y	es	No	
29. Does the law provide for valuation of nonmonetary contributions?	N	lo	Yes	
Property rights	Married	Unmarried	Married Unmarried	
30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes Yes	
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?		lo	Yes	
32. Do female and male surviving spouses have equal inheritance rights?	P	lo	Yes	
GOING TO COURT				
Equality of access		lo.	Al .	
33. Are customary law courts recognized? 34. Are personal law courts recognized?		lo lo	No No	
35. Is a woman's testimony afforded equal weight to that of a man?		es	Yes	
Judicial representation				
36. How many justices are on the constitutional court?	1	2	18	
37. Of those, how many are women?		3	1	
38. Is the Chief Justice a woman?	N	lo	No	
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?		es	No No	
40. If yes, what is the maximum amount (%GNI/capita)?	5/	5%	N/A	
PROVIDING INCENTIVES TO WORK				
Personal income tax 41. Are childcare payments tax deductible?		lo	No	
a			i	
42. Are there tay deductions or credits specific to man hypman?	Men	Women	Men Women No No	
42. Are there tax deductions or credits specific to men/women?	No	No	No No	
Childcare and education 43. Is childcare subsidized or publicly provided?	N	lo	Yes	
44. Is primary education free and compulsory?		es	Yes	
Financial support and care			- 103	
45. Does the government provide a child allowance to parents?	N	lo	Yes	

		UGA	NDA			UKR	AINE	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
Discrimination	No	No	Yes		No	No L Status	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No			I Status No	Gender No	
GETTING A JOB							·	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	Yes	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	84	4	N/A		126	0	1039	
52. Who pays for such leave?	Emp	Emp	N/A		Gov	N/A	Gov	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	100% 0	N/A N/A		100%	N/A 14	Partially paid 0	
34. Now much of such leave is unpaid (days):			IN/A			:	. 0	
55. In unpaid parental leave is there a portion that must be taken by the:	Mother N/A	Father N/A			Mother N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?		'es				lo		
58. Does the law mandate equal remaneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es es		
59. Is it prohibited for prospective employers to ask about family status?		No.				lo		
60. Is dismissal of pregnant workers prohibited?		'es				'es		
61. Are mothers guaranteed an equivalent position after maternity leave?		'es				'es		
62. Are nursing mothers entitled to nursing breaks?		lo lo				es es		
63. Are parents entitled to flexible/part-time schedules?								
Retirement & pensions 64. When can one retire and get full benefits?	Women 55	Men 55			Women 60	Men 60		
65. When can one retire and get partial benefits?	50	50			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		/es				No		
68. Can women and men do the same jobs?		Yes -				No .		
69. Can women work in these types of jobs in the same way as men:	Hazardous		appropriate	Arduous	Hazardous		appropriate	Arduous
70 Con management in the consequent in the consequence	Yes Mining	Factories	Yes Construction	Yes Other	No Mining	1	es Construction	No Other
70. Can women work in these occupations in the same way as men:	Yes	Yes	Yes	Yes	No	No	No	No
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Metalwork No	Heavy lifting	Other No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	'es			Y	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	I/A			N	/A		
74. Are there clear criminal penalties for domestic violence?	Y	'es			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	Yes	Yes Yes	Yes	Yes	Yes	Yes es	Yes	Yes
77. Does domestic violence legislation protect farmly members? 77. Does domestic violence legislation protect former spouses?		'es				lo lo		
78. Does domestic violence legislation protect unmarried intimate partners?		'es				lo		
79. Do protection orders for domestic violence exist?	Y	'es			Y	'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		'es				lo		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?		'es				'es		
82. Is there a specialized court/procedure for domestic violence? Sexual harassment	Legislation	es Civil remedies	Criminal penalties		Legislation	es Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	Yes	Yes		Yes	Yes	No	
84. Do the following exist concerning sexual harassment in employment:	Yes	Yes	Yes		Yes	Yes	No	
85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?		lo lo				lo lo		
Child and early marriage	Boys	Girls 21			Boys 18	Girls 18		
87. What is the legal age of marriage for:	/					es		
	21 Y	'es						
88. Are there exceptions?	Υ	'es Vo			Υ	es		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Y N					es Io		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Y N	lo lo			N	lo		
88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Y N N	10 10			N	lo lo		
87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	N N Y	lo lo			N N Y	lo		

	UNITED ARAB EMIRATES	UNITED KINGDOM
REGION	Middle East & North Africa	High income: OECD
INCOME GROUP	High income	High income
FEMALE POPULATION	2,854,292	32,702,700
FEMALE LABOR FORCE PARTICIPATION	47%	70%
ACCESSING INSTITUTIONS		
Constitutional rights		
Does the constitution contain a clause on nondiscrimination? If yes, does it mention gender?	Yes No	No N/A
3. Does the constitution contain a clause on equality?	Yes	No No
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
What are the quotas for women in local government? What are the quotas for women on candidate lists for parliament?	No quota	No quota No quota
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	No Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	N/A N/A Yes Yes
13. Can a woman travel outside the country. In the same way as a man? 14. Can a woman travel outside her home in the same way as a man?	No Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	No Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
19. Can a woman choose where to live in the same way as a man?	No Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	No Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	No Yes	N/A N/A
Division of responsibility within marriage	No	Voc
Do spouses have equal rights to convey citizenship? Are wives required to obey their husbands?	Yes	Yes No
24. Must spouses jointly financially maintain the family?	No	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests	NI/A	N/A
27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	N/A No	N/A Yes
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	No	Yes
32. Do female and male surviving spouses have equal inheritance rights?	No	Yes
GOING TO COURT		
Equality of access	M:	No
33. Are customary law courts recognized? 34. Are personal law courts recognized?	No Yes	No No
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
Judicial representation		
36. How many justices are on the constitutional court?	5	N/A
37. Of those, how many are women?	0	N/A
38. Is the Chief Justice a woman?	No	N/A
Efficiency of procedure	Vor	Vor
39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	Yes 64%	Yes 37%
PROVIDING INCENTIVES TO WORK		21.70
Personal income tax		
41. Are childcare payments tax deductible?	No	Yes
	Men Women	Men Women
42. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
43. Is childcare subsidized or publicly provided?	Yes	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care 45. Does the government provide a child allowance to parents?	No	Yes
45. Does the government provide a cilia allowance to parents!	INO	103

	UN	ITED ARA	B EMIRAT	ES		UNITED I	KINGDOM	
BUILDING CREDIT								
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	0/			0	0/		
47. Pililinium loan amount covered by credit agencies (Agan/Capita):	U	/0 !	Minne	<u> </u>	U	/0 !	Minnellana	
48. Do the following provide information to credit agencies:	Retailers Yes	Utilities Yes	Microfinance institutions No		Retailers Yes	Utilities Yes	Microfinance institutions N/A	
Discrimination		Status	Gender			Status	Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			es es	Yes	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	Yes	Yes	
51. How much of such leave is paid (days)?	45	N/A	N/A		14	14	259	
52. Who pays for such leave?	Emp	N/A	N/A		Emp & Gov	Emp & Gov	Emp & Gov	
53. What % of wages are paid?	100%	N/A	N/A		90%	18%	Partially paid	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	0	91	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			0	0		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?		lo				es		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es .		
59. Is it prohibited for prospective employers to ask about family status? 60. Is dismissal of pregnant workers prohibited?	N	lo lo			N V	0 2S		
61. Are mothers quaranteed an equivalent position after maternity leave?	N					es 		
62. Are nursing mothers entitled to nursing breaks?		es			N			
63. Are parents entitled to flexible/part-time schedules?		lo				25		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	60	60			67	67		
65. When can one retire and get partial benefits?	50	55			67	67		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?	1	No			Υ	'es		
68. Can women and men do the same jobs?	1	Vo			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
os. can women work in these types or jobs in the same way as men.	No		lo	Yes	Yes		les	Yes
70. Can women work in these occupations in the same way as men:	Mining		Construction	Other	Mining		Construction	Other
	No	No	Yes	No	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork	Heavy lifting	Other		Metalwork	Heavy lifting	Other	
	No	No	No		Yes	Yes	Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	N	lo			Ye	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	lo			N,	/A		
74. Are there clear criminal penalties for domestic violence?	N	lo			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economic
75. Does domestic violence legislation cover the following abuse:	No	No	No	No	Yes	No	Yes	No
76. Does domestic violence legislation protect family members?		lo				es		
77. Does domestic violence legislation protect former spouses?		lo				es		
78. Does domestic violence legislation protect unmarried intimate partners?		lo				es .		
79. Do protection orders for domestic violence exist?		lo				es		
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?		lo lo				es es		
82. Is there a specialized court/procedure for domestic violence?		lo				es es		
		Civil	Criminal			Civil	Criminal	
Sexual harassment	Legislation	remedies	penalties		Legislation	remedies	penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	Yes		Yes	Yes	Yes	
84. Do the following exist concerning sexual harassment in employment:		No	No		Yes	Yes	Yes	
85. Is there legislation on sexual harassment in education?	No				V	es		
	N	lo ne						
86. Is there legislation on sexual harassment in public places?	N Y	es			N	lo		
Child and early marriage	N Y	es Girls			Boys	o Girls		
Child and early marriage 87. What is the legal age of marriage for:	80ys 18	Girls 18			Boys 18	Girls 18		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Boys 18	Girls 18			Boys 18	Girls 18		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Boys 18 Y	Girls 18 es			Boys 18 Ye	Girls 18 es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Boys 18 Y	Girls 18			Boys 18 Ye	Girls 18		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Boys 18 18	Girls 18 es			Boys 18 Ye	Girls 18 es		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Boys 18 N N	es Girls 18 es lo			Boys 18 Ye	18 28 28 28 20 00 00 00 00 00 00 00 00 00 00 00 00		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Boys 18 Yi	Girls 18 es			Boys 18 Ye	Girls 18 es		

		UNITED STATE	c	URUGUAY
REGION		High income: OECD		Latin America & Caribbean
INCOME GROUP		High income		High income
FEMALE POPULATION		161,907,741		1,766,735
FEMALE LABOR FORCE PARTICIPATION		66%		67%
ACCESSING INSTITUTIONS				
Constitutional rights				
1. Does the constitution contain a clause on nondiscrimination?	N	0	No)
2. If yes, does it mention gender?	N,	/A	N/A	Д
3. Does the constitution contain a clause on equality?	Ye	25	Ye	S
	Recognized	Invalid	Recognized	Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A	No	N/A
Quotas	N		No.	le
6. What are the quotas for women on corporate boards?	No q		No qu	
7. What are the quotas for women in parliament? 8. What are the quotas for women in local government?	No q No q		No qu No qu	
9. What are the quotas for women on candidate lists for parliament?	No q		339	
10. What are the quotas for women on candidate lists for local government?	No q		339	
Rights of married and unmarried women	Married	Unmarried	Married	Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes	Yes	Yes
12. Can a woman apply for a national ID card in the same way as a man?	N/A	N/A	Yes	Yes
13. Can a woman travel outside the country in the same way as a man?	Yes	Yes	Yes	Yes
14. Can a woman travel outside her home in the same way as a man? 15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes	Yes	Yes	Yes
17. Can a woman register a business in the same way as a man?	Yes	Yes	Yes	Yes
18. Can a woman open a bank account in the same way as a man?	Yes	Yes	Yes	Yes
19. Can a woman choose where to live in the same way as a man?	Yes	Yes	Yes	Yes
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes	Yes Yes	Yes N/A	Yes N/A
Division of responsibility within marriage	103	103	IVA	IVA
22. Do spouses have equal rights to convey citizenship?	Ye	25	Ye	S
23. Are wives required to obey their husbands?	N		No	
24. Must spouses jointly financially maintain the family?	Ye	25	Ye	S
JSING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Sepi	aration of property	Partial co	ommunity of property
26. Who administers marital property?		Original owner	B	oth must agree
Protecting a wife's interests				
27. If the husband administers property, is spousal consent required for major transactions?	N,		N/A	
28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	Ye		No.	
·	Married	Unmarried	Married	
Property rights 30. Do men and women have equal ownership rights to property?	Yes	Yes	Yes	Yes
Inheritance rights				
31. Do sons and daughters have equal inheritance rights?	Ye	25	Ye	S
32. Do female and male surviving spouses have equal inheritance rights?	Ye	25	Ye	S
GOING TO COURT				
Equality of access				
33. Are customary law courts recognized?	N	0	No)
34. Are personal law courts recognized?	N		No	
35. Is a woman's testimony afforded equal weight to that of a man?	Ye	es	Ye	S
Judicial representation				
36. How many justices are on the constitutional court?		9	5	
37. Of those, how many are women?		3	0	
38. Is the Chief Justice a woman?	N	0	No)
Efficiency of procedure				
39. Is there a small claims court/fast track procedure?	Ye 9'	25	Ye 879	
40. If yes, what is the maximum amount (%GNI/capita)?	9	/0	0/3	70
PROVIDING INCENTIVES TO WORK				
Personal income tax 41. Are childcare payments tax deductible?	Vr	25	No.	
е ельсые раупель сах асабсавіс:				
A2 Are there tay deductions or credits exercise to man (warman)	Men	Women	Men	Women
42. Are there tax deductions or credits specific to men/women?	No	No	No	No
Childcare and education 43. Is childcare subsidized or publicly provided?	Ye	عر	Ye	5
44. Is primary education free and compulsory?		25	Ye Ye	
Financial support and care	10		TC TC	
45. Does the government provide a child allowance to parents?	Ye	es	No)

		UNITED	STATES			URUC	GUAY	
BUILDING CREDIT								
Credit agencies								
47. Minimum Ioan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
	Yes	Yes	N/A		Yes	Yes	Yes	
Discrimination	Marita	l Status	Gender		Marital	Status	Gender	
49. Is discrimination in access to credit prohibited based on:	`	Yes	Yes		M	No	No	
GETTING A JOB								
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	No	No	Yes		Yes	Yes	No	
51. How much of such leave is paid (days)?	N/A	N/A	0		98	7	N/A	
52. Who pays for such leave?	N/A	N/A	N/A		Gov	Gov	N/A	
53. What % of wages are paid?	N/A	N/A	N/A		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	N/A	N/A	84		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections								
57. Does the law mandate equal remuneration for work of equal value?	1	No			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es				es		
59. Is it prohibited for prospective employers to ask about family status?		No			N			
60. Is dismissal of pregnant workers prohibited?		'es				es es		
61. Are mothers guaranteed an equivalent position after maternity leave?		I/A			N			
62. Are nursing mothers entitled to nursing breaks?		'es				es		
63. Are parents entitled to flexible/part-time schedules?	N N	No			N	0		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	67	67			60	60		
65. When can one retire and get partial benefits?	62	62			60	60		
66. What is the mandatory retirement age?	N/A	N/A			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?		Yes				'es		
68. Can women and men do the same jobs?	`	Yes			Y	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes		Yes	Yes	Yes		'es	Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
71. Can warman work on those tacks in the same way as more	Yes	Yes	Yes	Yes	Yes	Yes	Yes Other	Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Yes	Heavy lifting Yes	Yes	
	ies	162	les		162	162	162	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Υ	'es			Ye	es		
73. If not, are there aggravated penalties for offenses between spouses/family members?	N	I/A			N,	/A		
74. Are there clear criminal penalties for domestic violence?	Y	'es			N	0		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Economi
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
76. Does domestic violence legislation protect family members?		'es				es		
77. Does domestic violence legislation protect former spouses?		'es				es		
78. Does domestic violence legislation protect unmarried intimate partners?		'es			Ye			
79. Do protection orders for domestic violence exist?		'es			Y			
80. Do protection orders for domestic violence remove the perpetrator from the home?		'es			Ye			
81. Do protection orders for domestic violence prohibit contact?		'es			Y			
82. Is there a specialized court/procedure for domestic violence?		'es			Y	es Civil	Colorinal	
Sexual harassment			Criminal				Criminal	
83. To protect against sexual harassment, do the following exist:	Legislation	Civil remedies	Criminal penalties		Legislation	remedies	penalties	
		Civil	Criminal penalties No		Legislation Yes		penalties No	
1 3	Legislation	Civil remedies	penalties			remedies		
84. Do the following exist concerning sexual harassment in employment:	Legislation Yes Yes	Civil remedies Yes	penalties No		Yes	No No	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes Yes	Civil remedies Yes Yes	penalties No		Yes Yes	remedies No No	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes Yes Yes	Civil remedies Yes Yes Yes Ves	penalties No		Yes Yes Yes	No No No No	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes Yes	Civil remedies Yes Yes Yes	penalties No		Yes Yes	remedies No No	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	Legislation Yes Yes Yes Yes N Boys 18	Civil remedies Yes Yes Yes Vo Girls	penalties No		Yes Yes Yi N	No No No Girls 18	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Legislation Yes Yes Yes Yes N Boys 18	Civil remedies Yes Yes Yes Vo Girls 18	penalties No		Yes Yes Yes N Boys 18	No No Ses No Girls 18	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Legislation Yes Yes Yes Yes 18	Civil remedies Yes Yes Yes Vo Girls 18	penalties No		Yes Yes Yes N Boys 18	No No No Ses No Girls 18	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes Yes Yes Yes 18	Civil remedies Yes Yes Yes Vo Girls 18 Yes	penalties No		Yes Yes Yes N Boys 18	No No No Ses No Girls 18	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Legislation Yes Yes Yes Yes 18 Yes	Civil remedies Yes Yes Yes Vo Girls 18 Yes	penalties No		Yes Yes Yes N Boys 18	No No es lo Girls 18 es es es es	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Legislation Yes Yes Yes Yes N Boys 18 Y Y	Civil remedies Yes Yes Yes Ves Girls 18 Yes Yes	penalties No		Yes Yes Yes N Boys 18 Yi	remedies No No No es In	No	
84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	Legislation Yes Yes Yes Yes N Boys 18 Y Y	Civil remedies Yes Yes Yes Yes Yes Its Its Its Its Its Its Its Its Its It	penalties No		Yes Yes Yes Yes N N Boys 18 Yi Yi N N N N N N N N N N N N N N N N N	remedies No No Signature Girls 18 25 25 26 26 27 30 30 30 30 30 30 30 30 30 30 30 30 30	No	

	UZBEKISTAN	VENEZUELA, RB
REGION	Europe & Central Asia	Latin America & Caribbean
INCOME GROUP	Lower middle income	High income
FEMALE POPULATION	15,453,049	15,387,263
FEMALE LABOR FORCE PARTICIPATION	51%	55%
CCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
Quotas	1471	NO NAT
5. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
B. What are the quotas for women in local government?	No quota	No quota
What are the quotas for women on candidate lists for parliament?	30%	No quota
10. What are the quotas for women on candidate lists for local government?	30%	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
1. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
Can a woman apply for a passport in the same way as a man? 2. Can a woman apply for a national ID card in the same way as a man?	N/A N/A	Yes Yes
13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	Yes Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
9. Can a woman choose where to live in the same way as a man? 10. Can a woman confer citizenship to children in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
11. Can a woman be "head of household" in the same way as a man?	N/A N/A	N/A N/A
·	1971	NA : NA
Division of responsibility within marriage 12. Do spouses have equal rights to convey citizenship?	Yes	Yes
23. Are wives required to obey their husbands?	No	No
4. Must spouses jointly financially maintain the family?	Yes	Yes
	163	165
JSING PROPERTY		
Marital property regime	Partial community of property	Partial community of property
25. What is the default marital property regime? 26. Who administers marital property?	Partial community of property Both must agree	Partial community of property Separate with spousal consent
· · ·	both must agree	Separate with spousar consent
Protecting a wife's interests	N/A	NI/A
If the husband administers property, is spousal consent required for major transactions? Are there special provisions governing the marital home?	No	N/A No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes
·		
Property rights 10. Do men and women have equal ownership rights to property?	Married Unmarried	Married Unmarried
	Yes Yes	Yes Yes
nheritance rights	V	
11. Do sons and daughters have equal inheritance rights?	Yes	Yes
2. Do female and male surviving spouses have equal inheritance rights?	Yes	Yes
OING TO COURT		
Equality of access		
3. Are customary law courts recognized?	No	No
4. Are personal law courts recognized?	No	No
5. Is a woman's testimony afforded equal weight to that of a man?	Yes	Yes
ludicial representation		
6. How many justices are on the constitutional court?	7	7
37. Of those, how many are women?	1	3
8. Is the Chief Justice a woman?	No	Yes
Efficiency of procedure		
19. Is there a small claims court/fast track procedure?	No	Yes
0. If yes, what is the maximum amount (%GNI/capita)?	N/A	442%
ROVIDING INCENTIVES TO WORK		
Personal income tax		
11. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
		V _{a.s.}
	Yes	Yes
13. Is childcare subsidized or publicly provided?	Yes Yes	Yes Yes
43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?		
43. Is childcare subsidized or publicly provided?		

		UZBEI	(ISTAN			VENEZU	ELA, RB	
BUILDING CREDIT							•	
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	%			0	%		
			Microfinance				Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions		Retailers	Utilities	institutions	
Discrimination	No Marita	No I Status	Yes Gender		No Marital	No Status	No Gender	
49. Is discrimination in access to credit prohibited based on:		Vo	No			Vo	No	
GETTING A JOB							1	
	Mark 11	D. L	Down to L		Mark 21	B. L St.	Donat L	
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental Yes		Maternity Yes	Paternity Yes	Parental No	
51. How much of such leave is paid (days)?	126	N/A	674		182	14	N/A	
52. Who pays for such leave?	Gov	N/A	Emp		Emp & Gov		N/A	
53. What % of wages are paid?	100%	N/A	Partially paid		100%	100%	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	365		0	0	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	0	0			N/A	N/A		
Workplace protections		•						
57. Does the law mandate equal remuneration for work of equal value?	N	lo			N	lo		
58. Does the law mandate nondiscrimination based on gender in hiring?		lo				es		
59. Is it prohibited for prospective employers to ask about family status?	l N	lo			N	lo		
60. Is dismissal of pregnant workers prohibited?	Y	es			Ye	es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	es			Ye	es		
62. Are nursing mothers entitled to nursing breaks?	Y	es				es		
63. Are parents entitled to flexible/part-time schedules?	Y	es			N	lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits?	55	60			55	60		
65. When can one retire and get partial benefits?	55	60			55	60		
66. What is the mandatory retirement age?	55	60			N/A	N/A		
Working hours and industry restrictions								
67. Can women and men work the same night hours?)	/es			Υ	'es		
68. Can women and men do the same jobs?		No			Υ	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduous
	Yes	,	/es	Yes	Yes	Υ	'es	Yes
			Camalanadian	Other	Mining	Eactories	Construction	Other
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction				•	
<u> </u>	No	No	No	No	Yes	Yes	Yes	Yes
70. Can women work in these occupations in the same way as men: 71. Can women work on these tasks in the same way as men:	No Metalwork	No Heavy lifting	No Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men:	No	No	No		Yes	Yes	Yes	
<u> </u>	No Metalwork	No Heavy lifting	No Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men:	No Metalwork	No Heavy lifting	No Other		Yes Metalwork	Yes Heavy lifting	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE	No Metalwork No	No Heavy lifting	No Other		Yes Metalwork	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence	No Metalwork No	No Heavy lifting No	No Other		Yes Metalwork Yes	Yes Heavy lifting Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation?	No Metalwork No	No Heavy lifting No	No Other		Yes Metalwork Yes	Yes Heavy lifting Yes Yes	Yes Other	
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Metalwork No	No Heavy lifting No	No Other		Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes	Yes Other	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members?	No Metalwork No	No Heavy lifting No lo	No Other No	No	Yes Metalwork Yes Yes	Yes Heavy lifting Yes Yes AAA Yes	Yes Other Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members?	No Metalwork No No Physical No	No Heavy lifting No lo lo Sexual	No Other No	No Sconomic	Yes Metalwork Yes Yes Yes N Physical Yes	Yes Heavy lifting Yes Pes A Sexual	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses?	No Metalwork No No Physical No No No No No No No No No No	No Heavy lifting No lo lo Sexual No lo	No Other No	No Sconomic	Yes Metalwork Yes Yes N, N, Yi Physical Yes Yi Yi Yes	Yes Heavy lifting Yes 25 /A 25 Sexual Yes 26 27 28 28 28	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?	No Metalwork No No Physical No No No No No No No No No No	No Heavy lifting No lo lo lo Sexual No lo lo	No Other No	No Sconomic	Yes Metalwork Yes Yes Yes Yi N, Yi Physical Yes Yes Ye Yes	Yes Heavy lifting Yes 25 Sexual Yes 25 Sexual Yes 25 26 27 28	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist?	No Metalwork No No Physical No No No No No No No No No No	No Heavy lifting No lo lo lo Sexual No lo lo lo	No Other No	No Sconomic	Yes Metalwork Yes Yes N, N, You Physical Yes You You You You You You You You You Yo	Yes Heavy lifting Yes Yes Sexual Yes Sexual Yes Ses Ses Ses	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Metalwork No No Physical No No No No No No No No No No	No Heavy lifting No lo lo lo Sexual No lo lo lo lo lo lo lo lo lo	No Other No	No Sconomic	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Sexual	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Metalwork No	No Heavy lifting No lo lo lo Sexual No lo	No Other No	No Sconomic	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Ses Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home?	No Metalwork No No Physical No	No Heavy lifting No lo lo lo Sexual No lo	No Other No No Emotional No	No Sconomic	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	No Metalwork No	No Heavy lifting No lo lo lo Sexual No lo	No Other No	No Sconomic	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Ses Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?	No Metalwork No No Physical No	No Heavy lifting No lo lo Sexual No lo	No Other No Emotional No Criminal	No Sconomic	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	No Metalwork No No Physical No	No Heavy lifting No lo lo Sexual No lo lo lo lo Civil remedies	No Other No Emotional No Criminal penalties	No Sconomic	Yes Metalwork Yes Yes Yes N, N, Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Metalwork No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Civil remedies Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect former spouses? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No Metalwork No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	No Metalwork No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Physical Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Civil remedies Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No Metalwork No No Physical No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes N, Physical Yes Yi Yi Yi Legislation Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Sexual Yes Yes Yes Yes Yes Yes Yes Yes	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect family members? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	No Metalwork No No Physical No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Civil remedies Yes Yes 18	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	No Metalwork No No Physical No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses Ses Ses S	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized?	No Metalwork No No Physical No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Civil remedies Yes Yes 18	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape	No Metalwork No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Metalwork No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint?	No Metalwork No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes
71. Can women work on these tasks in the same way as men: PROTECTING WOMEN FROM VIOLENCE Domestic violence 72. Is there domestic violence legislation? 73. If not, are there aggravated penalties for offenses between spouses/family members? 74. Are there clear criminal penalties for domestic violence? 75. Does domestic violence legislation cover the following abuse: 76. Does domestic violence legislation protect family members? 77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners? 79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	No Metalwork No	No Heavy lifting No lo lo lo Sexual No lo	No Other No Emotional No Criminal penalties No	No Sconomic	Yes Metalwork Yes Yes Yes Yes Yes Yes Yes Yes	Yes Heavy lifting Yes Sexual Yes Sexual Yes Ses Ses Ses Ses Ses Ses Ses	Yes Other Yes Emotional Yes Criminal penalties Yes	Yes

	VIETNAM	WEST BANK AND GAZA
REGION	East Asia & Pacific	Middle East & North Africa
NCOME GROUP	Lower middle income	Lower middle income
EMALE POPULATION	45,889,400	2,115,138
EMALE LABOR FORCE PARTICIPATION	79%	16%
CCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	Yes	Yes
2. If yes, does it mention gender?	Yes	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
	Recognized Invalid	Recognized Invalid
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	No N/A
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No N/A	Yes Yes
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
B. What are the quotas for women in local government?	No quota	20%
). What are the quotas for women on candidate lists for parliament?	No quota	> 0
10. What are the quotas for women on candidate lists for local government?	No quota	No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	Yes Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes Yes Yes	Yes Yes Yes Yes
14. Can a woman travel outside her home in the same way as a man?	Yes Yes	No Yes
15. Can a woman get a job in the same way as a man?	Yes Yes	No Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man?	Yes Yes	Yes Yes
18. Can a woman open a bank account in the same way as a man?	Yes Yes	Yes Yes
19. Can a woman choose where to live in the same way as a man?	Yes Yes Yes Yes	No Yes No No
20. Can a woman confer citizenship to children in the same way as a man? 21. Can a woman be "head of household" in the same way as a man?	Yes Yes	N/A N/A
Division of responsibility within marriage	105 105	NA : NA
22. Do spouses have equal rights to convey citizenship?	Yes	No
23. Are wives required to obey their husbands?	No	Yes
24. Must spouses jointly financially maintain the family?	Yes	No
JSING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Partial community of property	Separation of property
26. Who administers marital property?	Both must agree	Original owner
Protecting a wife's interests		
27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	Yes	No
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights?	Yes	No
32. Do female and male surviving spouses have equal inheritance rights?	Yes	No
OING TO COURT		
Equality of access		
33. Are customary law courts recognized?	No	No
34. Are personal law courts recognized?	No	Yes
35. Is a woman's testimony afforded equal weight to that of a man?	Yes	No
Judicial representation		
36. How many justices are on the constitutional court?	N/A	9
37. Of those, how many are women?	N/A	1
38. Is the Chief Justice a woman?	N/A	No
Efficiency of procedure		
39. Is there a small claims court/fast track procedure?	No	Yes
10. If yes, what is the maximum amount (%GNI/capita)?	N/A	150%
ROVIDING INCENTIVES TO WORK		
Personal income tax		
11. Are childcare payments tax deductible?	No	No
	Men Women	Men Women
12. Are there tax deductions or credits specific to men/women?	No No	No No
Childcare and education		
13. Is childcare subsidized or publicly provided?	Yes	No
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	Yes	No

		VIET	NAM		W	EST BANK	AND GAZ	'A
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
	No	No	Yes		Yes	Yes	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender Yes			l Status No	Gender No	
·		NO	res			VO	NO	
GETTING A JOB								
Parental benefits 50. Does the law mandate the following types of leave:	Maternity Yes	Paternity No	Parental No		Maternity Yes	Paternity No	Parental No	
51. How much of such leave is paid (days)?	180	N/A	N/A		70	N/A	N/A	
52. Who pays for such leave?	Gov	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A			N/A	N/A		
Workplace protections F7. Does the law madate enal removement of forwark of equal value?	V	'oc				lo.		
57. Does the law mandate equal remuneration for work of equal value? 58. Does the law mandate nondiscrimination based on gender in hiring?		'es 'es				lo lo		
59. Is it prohibited for prospective employers to ask about family status?		اه اه				lo		
60. Is dismissal of pregnant workers prohibited?		'es				es		
61. Are mothers guaranteed an equivalent position after maternity leave?	Y	'es			N	lo		
62. Are nursing mothers entitled to nursing breaks?		'es				es		
63. Are parents entitled to flexible/part-time schedules?		No .				lo		
Retirement & pensions	Women	Men			Women	Men		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	55 55	60 60			N/A N/A	N/A N/A		
66. What is the mandatory retirement age?	55	60			N/A	N/A		
Working hours and industry restrictions		:			14,11			
67. Can women and men work the same night hours?)	Yes .				No		
68. Can women and men do the same jobs?	-	No				Vo		
69. Can women work in these types of jobs in the same way as men:	Hazardous	Morally in	appropriate	Arduous	Hazardous	Morally in	appropriate	Arduou
	No		Yes	No	Yes		es	Yes
70. Can women work in these occupations in the same way as men:	Mining No	Factories Yes	Construction No	Other No	Mining No	Factories Yes	Construction Yes	Other No
71. Can women work on these tasks in the same way as men:		Heavy lifting		140		Heavy lifting		140
· · · · · · · · · · · · · · · · · · ·	No	No	No		No	Yes	No	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	Y	'es			N	lo		
73. If not, are there aggravated penalties for offenses between spouses/family members?		I/A				lo		
74. Are there clear criminal penalties for domestic violence?	- N	No.			N	lo		
	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econon
75. Does domestic violence legislation cover the following abuse:	Yes	Yes	Yes	Yes	No	No	No	No
76. Does domestic violence legislation protect family members?		'es				lo lo		
77. Does domestic violence legislation protect former spouses? 78. Does domestic violence legislation protect unmarried intimate partners?		'es 'es				lo lo		
79. Do protection orders for domestic violence exist?		'es				lo		
80. Do protection orders for domestic violence remove the perpetrator from the home?		No.				lo		
81. Do protection orders for domestic violence prohibit contact?	Y	'es			N	lo		
82. Is there a specialized court/procedure for domestic violence?	Y	es .			N	lo		
Sexual harassment	Legislation	Civil remedies	Criminal penalties		Legislation	Civil remedies	Criminal penalties	
83. To protect against sexual harassment, do the following exist:	Yes	No	No		Yes	No	Yes	
84. Do the following exist concerning sexual harassment in employment:	103		1		No	No	No	
85. Is there legislation on sexual harassment in education?	Yes	No	No					
	Yes N	No	No		N	lo		
	Yes N	No No	No		N	lo		
Child and early marriage	Yes N Boys	No No Girls	No		N Boys	lo Girls		
Child and early marriage 87. What is the legal age of marriage for:	Yes N Boys 20	No Girls 18	No		80ys 16	Girls 15		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions?	Yes N Boys 20	Girls 18	No		Boys 16	Girls 15		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited?	Yes N Boys 20 N Yes	Girls 18 No	No		Boys 16	Girls 15 lo		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Yes N Boys 20 N Yes	Girls 18	No		Boys 16	Girls 15		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape	Yes N Boys 20 N Yes	Girls 18 No	No		Boys 16 N	Girls 15 lo		
Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized?	Yes N Boys 20 N Yes	Girls 18 No es	No		Boys 16 N Y	Girls 15 lo es		
86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim? 94. Are rape perpetrators exempt if they marry the victim?	Yes N N Boys 20 N Yes Yes N N N N N N N	Girls 18 No Ves Ves Ves	No		Boys 16 N Y	Girls 15 Io ess Io		

	YEMEN, REP.	ZAMBIA
REGION	Middle East & North Africa	Sub-Saharan Africa
INCOME GROUP	Lower middle income	Lower middle income
FEMALE POPULATION	12,382,833	7,530,526
FEMALE LABOR FORCE PARTICIPATION	26%	73%
ACCESSING INSTITUTIONS		
Constitutional rights		
1. Does the constitution contain a clause on nondiscrimination?	No	Yes
2. If yes, does it mention gender?	N/A	Yes
3. Does the constitution contain a clause on equality?	Yes	Yes
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Recognized Invalid No N/A	Recognized Invalid Yes No
Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes No	No N/A
Quotas		
6. What are the quotas for women on corporate boards?	No quota	No quota
7. What are the quotas for women in parliament?	No quota	No quota
What are the quotas for women in local government? What are the quotas for women an eardidate lifts for parliament?	No quota	No quota
9. What are the quotas for women on candidate lists for parliament? 10. What are the quotas for women on candidate lists for local government?	No quota	No quota No quota
Rights of married and unmarried women	Married Unmarried	Married Unmarried
11. Can a woman apply for a passport in the same way as a man?	No Yes	Yes Yes
12. Can a woman apply for a national ID card in the same way as a man?	Yes Yes	Yes Yes
Can a woman travel outside the country in the same way as a man? Can a woman travel outside her home in the same way as a man?	Yes Yes No Yes	Yes Yes Yes Yes
15. Can a woman get a job in the same way as a man?	No Yes	Yes Yes
16. Can a woman sign a contract in the same way as a man?	Yes Yes	Yes Yes
17. Can a woman register a business in the same way as a man? 18. Can a woman open a bank account in the same way as a man?	Yes Yes Yes	Yes Yes Yes Yes
19. Can a woman choose where to live in the same way as a man?	No Yes	Yes Yes
20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes
21. Can a woman be "head of household" in the same way as a man?	No Yes	N/A N/A
Division of responsibility within marriage	No.	Van
22. Do spouses have equal rights to convey citizenship? 3. Are wives required to obey their husbands?	No Yes	Yes No
24. Must spouses jointly financially maintain the family?	No	Yes
USING PROPERTY		
Marital property regime		
25. What is the default marital property regime?	Separation of property	Separation of property
26. Who administers marital property?	Original owner	Original owner
Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A
28. Are there special provisions governing the marital home?	No	No
29. Does the law provide for valuation of nonmonetary contributions?	No	Yes
Property rights	Married Unmarried	Married Unmarried
30. Do men and women have equal ownership rights to property?	Yes Yes	Yes Yes
Inheritance rights		
31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	No No	Yes Yes
	NU	ies
GOING TO COURT Equality of access		
33. Are customary law courts recognized?	No	Yes
34. Are personal law courts recognized?	Yes	No
35. Is a woman's testimony afforded equal weight to that of a man?	No	Yes
Judicial representation	_	
36. How many justices are on the constitutional court?	7	5
37. Of those, how many are women? 38. Is the Chief Justice a woman?	No	Yes
Efficiency of procedure	.,,,	
39. Is there a small claims court/fast track procedure?	No	Yes
40. If yes, what is the maximum amount (%GNI/capita)?	N/A	191%
PROVIDING INCENTIVES TO WORK		
Personal income tax	No	No
41. Are childcare payments tax deductible?	No	No :
42. Are there tax deductions or credits specific to men/women?	Men Women No No	Men Women No No
42. Are there tax deductions or credits specific to men/women? Childcare and education	INU : INU	INU INU
43. Is childcare subsidized or publicly provided?	No	Yes
44. Is primary education free and compulsory?	Yes	Yes
Financial support and care		
45. Does the government provide a child allowance to parents?	No	No
46. Must employers provide leave to care for sick relatives?	No	No

		YEME	N, REP.			ZAM	IBIA	
BUILDING CREDIT								
Credit agencies								
47. Minimum loan amount covered by credit agencies (%GNI/capita)?	N	/A			0	%		
48. Do the following provide information to credit agencies:	Retailers	Utilities	Microfinance institutions		Retailers	Utilities	Microfinance institutions	
Disavinsination	N/A	N/A	N/A		Yes	Yes	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		Status No	Gender No			Status No	Gender No	
SETTING A JOB		10	. 110			10	110	
Parental benefits	Maternity	Paternity	Parental		Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No		Yes	No	No	
51. How much of such leave is paid (days)?	70	N/A	N/A		84	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A		Emp	N/A	N/A	
53. What % of wages are paid?	100%	N/A	N/A		100%	N/A	N/A	
54. How much of such leave is unpaid (days)?	0	N/A	N/A		0	N/A	N/A	
	Mother	Father			Mother	Father		
55. In unpaid parental leave is there a portion that must be taken by the: 56. In paid parental leave is there a portion that must be taken by the:	N/A N/A	N/A N/A			N/A N/A	N/A N/A		
Workplace protections 57. Does the law mandate equal remuneration for work of equal value?						•		
58. Does the law mandate equal remaineration for work or equal value?		lo lo				lo lo		
59. Is it prohibited for prospective employers to ask about family status?		lo				lo		
60. Is dismissal of pregnant workers prohibited?		lo				es		
61. Are mothers guaranteed an equivalent position after maternity leave?		lo				lo		
62. Are nursing mothers entitled to nursing breaks?		es				lo		
63. Are parents entitled to flexible/part-time schedules?		lo				lo		
Retirement & pensions	Women	Men 60			Women	Men 55		
64. When can one retire and get full benefits? 65. When can one retire and get partial benefits?	55 46	50			55 50	50		
66. What is the mandatory retirement age?	60	60			N/A	N/A		
Working hours and industry restrictions					ŕ			
67. Can women and men work the same night hours?		No			١	'es		
68. Can women and men do the same jobs?		Vo			١	'es		
69. Can women work in these types of jobs in the same way as men:	Hazardous No		appropriate No	Arduous No	Hazardous Yes		appropriate 'es	Arduou Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other	Mining		Construction	Other
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
71. Can women work on these tasks in the same way as men:	Metalwork Yes	Heavy lifting Yes	Other Yes		Metalwork Yes	Heavy lifting Yes	Other Yes	
PROTECTING WOMEN FROM VIOLENCE								
Domestic violence								
72. Is there domestic violence legislation?	1	lo			Y	es es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		lo				/A		
74. Are there clear criminal penalties for domestic violence?		lo CI	Emotional	F		0	Functional	F
75. Does domestic violence legislation cover the following abuse:	Physical	Sexual	Emotional	Economic	Physical	Sexual	Emotional	Econom Yes
76. Does domestic violence legislation protect family members?	No	No	No	Nο	VΔc	VΔc		103
77. Does domestic violence legislation protect former spouses?	No No	No Io	No	No	Yes	Yes es	Yes	
78. Does domestic violence legislation protect unmarried intimate partners?	١		No	No	Y		Yes	
	1 1	lo lo	No	No	Y Y Y	es es	Yes	
· ·	1 1 1	lo lo lo	No	No	Y Y Y Y	es es es	Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home?	1 1 1 1	lo lo lo lo	No	No	YY YY YY Y	25 25 25 25 25 25	Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact?	1 1 1 1 1	lo lo lo lo lo	No	No	Y, Y, Y, Y, Y,	25 25 25 25 25 25 25	Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment	n n n n n n n	lo lo lo lo lo Civil remedies	Criminal penalties	No	YY YY YY YY Y Legislation	es e	Criminal penalties	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist:	n n n n n Legislation Yes	lo lo lo lo Civil remedies	Criminal penalties Yes	No	YY YY YY YY Legislation	es es es es Civil remedies Yes	Criminal penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment:	No No	lo lo lo lo lo Civil remedies No No	Criminal penalties	No	YY YY YY YY Legislation Yes Yes	es es es Civil remedies Yes No	Criminal penalties	
30. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? 85. Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education?	Legislation Yes No	lo lo lo lo Civil remedies No No lo	Criminal penalties Yes	No	Yes Yes Yes	es civil remedies Yes No	Criminal penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places?	Legislation Yes No	lo l	Criminal penalties Yes	No	Y.Y.Y.Y.Y.Legislation Yes Yes Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.Y.	es e	Criminal penalties Yes	
30. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage	Legislation Yes No	lo lo lo lo Civil remedies No No lo	Criminal penalties Yes	No	Yes Yes Yes	es civil remedies Yes No	Criminal penalties Yes	
30. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for:	No N	lo l	Criminal penalties Yes	No	Yes Yes Yes Yes 21	es e	Criminal penalties Yes	
30. Do protection orders for domestic violence remove the perpetrator from the home? 31. Do protection orders for domestic violence prohibit contact? 32. Is there a specialized court/procedure for domestic violence? Sexual harassment 33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: 35. Is there legislation on sexual harassment in education? 36. Is there legislation on sexual harassment in public places? Child and early marriage 37. What is the legal age of marriage for: 38. Are there exceptions? 39. Is child marriage void or prohibited?	Legislation Yes No Boys 15	10	Criminal penalties Yes	No	Yes	ess	Criminal penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized?	Legislation Yes No Boys 15	lo l	Criminal penalties Yes	No	Yes	es e	Criminal penalties Yes	
30. Do protection orders for domestic violence remove the perpetrator from the home? 31. Do protection orders for domestic violence prohibit contact? 32. Is there a specialized court/procedure for domestic violence? Sexual harassment 33. To protect against sexual harassment, do the following exist: 34. Do the following exist concerning sexual harassment in employment: 35. Is there legislation on sexual harassment in education? 36. Is there legislation on sexual harassment in public places? Child and early marriage 37. What is the legal age of marriage for: 38. Are there exceptions? 39. Is child marriage void or prohibited? 30. Is child marriage penalized? Marital rape	Legislation Yes No Boys 15	10	Criminal penalties Yes	No	Yes	es e	Criminal penalties Yes	
80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 89. Is child marriage void or prohibited? 90. Is child marriage penalized? Marrital rape 91. Is marital rape explicitly criminalized?	No N	10	Criminal penalties Yes	No	Yes	ess	Criminal penalties Yes	
79. Do protection orders for domestic violence exist? 80. Do protection orders for domestic violence remove the perpetrator from the home? 81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence? Sexual harassment 83. To protect against sexual harassment, do the following exist: 84. Do the following exist concerning sexual harassment in employment: 85. Is there legislation on sexual harassment in education? 86. Is there legislation on sexual harassment in public places? Child and early marriage 87. What is the legal age of marriage for: 88. Are there exceptions? 90. Is child marriage penalized? Marital rape 91. Is marital rape explicitly criminalized? 92. If not, can a wife or partner file a complaint? 93. Are rape perpetrators exempt if they are married to the victim?	No N	10	Criminal penalties Yes	No	Yes	es e	Criminal penalties Yes	

		ZIMB	ABWE	
REGION		Sub-Saha	ran Africa	
INCOME GROUP		Low in	ncome	
FEMALE POPULATION		7,38	3,540	
FEMALE LABOR FORCE PARTICIPATION		85		
ACCESSING INSTITUTIONS				
Constitutional rights				
Does the constitution contain a clause on nondiscrimination?	Y	2S		
2. If yes, does it mention gender?		25		
3. Does the constitution contain a clause on equality?	Y	2S		
	Recognized	Invalid		
4. Is customary law recognized / invalid if it violates provisions on nondiscrimination or equality?	Yes	Yes		
5. Is personal law recognized / invalid if it violates provisions on nondiscrimination or equality?	No	N/A		
Quotas				
6. What are the quotas for women on corporate boards?	No c	uota		
7. What are the quotas for women in parliament?	22	!%		
8. What are the quotas for women in local government?	No c	uota		
9. What are the quotas for women on candidate lists for parliament?	No c	uota		
10. What are the quotas for women on candidate lists for local government?	No c	uota		
Rights of married and unmarried women	Married	Unmarried		
11. Can a woman apply for a passport in the same way as a man?	Yes	Yes		
12. Can a woman apply for a national ID card in the same way as a man? 13. Can a woman travel outside the country in the same way as a man?	Yes Yes	Yes Yes		
14. Can a woman travel outside her home in the same way as a man?	Yes	Yes		
15. Can a woman get a job in the same way as a man?	Yes	Yes		
16. Can a woman sign a contract in the same way as a man?	Yes	Yes		
17. Can a woman register a business in the same way as a man?	Yes	Yes		
18. Can a woman open a bank account in the same way as a man?	Yes	Yes		
19. Can a woman choose where to live in the same way as a man? 20. Can a woman confer citizenship to children in the same way as a man?	Yes Yes	Yes Yes		
21. Can a woman be "head of household" in the same way as a man?	N/A	N/A		
Division of responsibility within marriage				
22. Do spouses have equal rights to convey citizenship?	Y	2S		
23. Are wives required to obey their husbands?	N	lo		
24. Must spouses jointly financially maintain the family?	Y	es		
USING PROPERTY				
Marital property regime				
25. What is the default marital property regime?	Sep	aration of prop	erty	
		aration of prop Original owner	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests		Original owner	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions?	N	Original owner	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home?	N N	Original owner	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions?	N N Y	Original owner /A lo	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights	N N Y	Original owner /A lo es Unmarried	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property?	N N Y	Original owner /A lo	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights	N N Ye Married Yes	Original owner /A IO O ES Unmarried Yes	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights?	N N Y Married Yes	Original owner /A 10 25 Unmarried Yes	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights?	N N Y Married Yes	Original owner /A IO O ES Unmarried Yes	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT	N N Y Married Yes	Original owner /A 10 25 Unmarried Yes	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access	N N N Y Y Married Yes Y Y	Original owner /A 0 0 25 Unmarried Yes 25 26 27 Yes	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized?	N N N Y Y Married Yes Y Y Y	Original owner /A 0 0 25 Unmarried Yes 25 25	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized?	N N N Y Y Y Y N N N N N N N N N N N N N	Original owner /A 0 0 25 Unmarried Yes 25 26 27 28 29 20 20 20 20 20 20 20 20 20	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	N N N Y Y Y Y N N N N N N N N N N N N N	Original owner /A 0 0 25 Unmarried Yes 25 25	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation	N N N Y Y Y Y N Y Y	Original owner /A 0 25 Unmarried Yes 25 26 27 28 28 29 20 20 20 20 20 20 20 20 20	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man?	N N N N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Original owner /A 0 0 25 Unmarried Yes 25 26 27 28 29 20 20 20 20 20 20 20 20 20	•	
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court?	N N N N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Original owner /A lo lo lo les Unmarried Yes Les lo lo les Les lo les lo les les lo les les lo les les lo les les les lo les		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman?	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo lo les Unmarried Yes Les lo lo les Les lo les lo les les lo les les lo les les lo les les les lo les		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women?	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo lo les Unmarried Yes Les lo lo les Les lo les lo les les lo les les lo les les lo les les les lo les		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo les Unmarried Yes ess lo lo les 4 lo lo les Yes		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure?	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo les Unmarried Yes ess lo lo les 4 lo lo les Yes		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)?	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo les Unmarried Yes ess lo lo les 4 lo lo les Yes		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo lo les Unmarried Yes lo lo les 4 lo lo lo les 4 lo lo les 4 lo lo lo les 4 lo lo lo les 4 lo lo les		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo lo les Unmarried Yes lo lo les 4 lo lo lo les 4 lo lo les 4 lo lo lo les 4 lo lo lo les 4 lo lo les		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax	N N N Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	Original owner /A lo		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible?	N N N N N N N N N N N N N N N N N N N	Original owner /A lo		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided?	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo lo les Unmarried Yes Les lo		
25. What is the default marital property regime? 26. Who administers marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo lo les Unmarried Yes Les lo		
25. What is the default marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory? Financial support and care	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo lo les Unmarried Yes Les lo		
25. What is the default marital property? Protecting a wife's interests 27. If the husband administers property, is spousal consent required for major transactions? 28. Are there special provisions governing the marital home? 29. Does the law provide for valuation of nonmonetary contributions? Property rights 30. Do men and women have equal ownership rights to property? Inheritance rights 31. Do sons and daughters have equal inheritance rights? 32. Do female and male surviving spouses have equal inheritance rights? GOING TO COURT Equality of access 33. Are customary law courts recognized? 34. Are personal law courts recognized? 35. Is a woman's testimony afforded equal weight to that of a man? Judicial representation 36. How many justices are on the constitutional court? 37. Of those, how many are women? 38. Is the Chief Justice a woman? Efficiency of procedure 39. Is there a small claims court/fast track procedure? 40. If yes, what is the maximum amount (%GNI/capita)? PROVIDING INCENTIVES TO WORK Personal income tax 41. Are childcare payments tax deductible? 42. Are there tax deductions or credits specific to men/women? Childcare and education 43. Is childcare subsidized or publicly provided? 44. Is primary education free and compulsory?	N N N N N N N N N N N N N N N N N N N	Original owner /A lo lo les Unmarried Yes Les lo lo les Women No		

		ZIMBABWE		
BUILDING CREDIT				
Credit agencies 47. Minimum loan amount covered by credit agencies (%GNI/capita)?	0	1%		
		:	Microfinance	
48. Do the following provide information to credit agencies:	Retailers	Utilities	institutions	
	Yes	Yes	Yes	
Discrimination 49. Is discrimination in access to credit prohibited based on:		I Status No	Gender No	
GETTING A JOB		NO	INU	
Parental benefits	Maternity	Paternity	Parental	
50. Does the law mandate the following types of leave:	Yes	No	No	
51. How much of such leave is paid (days)?	98	N/A	N/A	
52. Who pays for such leave?	Emp	N/A	N/A	
53. What % of wages are paid? 54. How much of such leave is unpaid (days)?	100%	N/A N/A	N/A N/A	
34. How much of such leave is unpaid (days):	Mother		IN/A	
55. In unpaid parental leave is there a portion that must be taken by the:	N/A	Father N/A		
56. In paid parental leave is there a portion that must be taken by the:	N/A	N/A		
Workplace protections		•		
57. Does the law mandate equal remuneration for work of equal value?	Y	'es		
58. Does the law mandate nondiscrimination based on gender in hiring?		'es		
59. Is it prohibited for prospective employers to ask about family status?		No.		
60. Is dismissal of pregnant workers prohibited? 61. Are mothers quaranteed an equivalent position after maternity leave?		lo 'es		
62. Are nursing mothers entitled to nursing breaks?		'es		
63. Are parents entitled to flexible/part-time schedules?		No.		
Retirement & pensions	Women	Men		
64. When can one retire and get full benefits?	60	60		
65. When can one retire and get partial benefits?	60	60		
66. What is the mandatory retirement age?	N/A	N/A		
Working hours and industry restrictions	,	t		
67. Can women and men work the same night hours? 68. Can women and men do the same jobs?		Yes No		
·				Andress
69. Can women work in these types of jobs in the same way as men:	Hazardous Yes		appropriate es	Arduous Yes
70. Can women work in these occupations in the same way as men:	Mining	Factories	Construction	Other
71. Can women work on these tasks in the same way as men:	No Metalwork	No Heavy lifting	No Other	Yes
<u>'</u>	No	No	Yes	
PROTECTING WOMEN FROM VIOLENCE				
Domestic violence				
72. Is there domestic violence legislation?	Υ	'es		
73. If not, are there aggravated penalties for offenses between spouses/family members?		/A		
74. Are there clear criminal penalties for domestic violence?		es commel	Factional	F
75. Does domestic violence legislation cover the following abuse:	Physical Yes	Sexual Yes	Emotional Yes	Economic Yes
76. Does domestic violence legislation protect family members?		'es	103	103
77. Does domestic violence legislation protect former spouses?	Υ	'es		
78. Does domestic violence legislation protect unmarried intimate partners?	Υ	'es		
79. Do protection orders for domestic violence exist?		'es		
80. Do protection orders for domestic violence remove the perpetrator from the home?		'es		
81. Do protection orders for domestic violence prohibit contact? 82. Is there a specialized court/procedure for domestic violence?		'es 'es		
	Legislation	Civil	Criminal	
Sexual harassment 83. To protect against sexual harassment, do the following exist:	Yes	remedies Yes	penalties Yes	
84. Do the following exist concerning sexual harassment in employment:		Yes	No	
85. Is there legislation on sexual harassment in education?		Vo		
86. Is there legislation on sexual harassment in public places?	1	l o		
Child and early marriage	Boys	Girls		
87. What is the legal age of marriage for:	18	18		
88. Are there exceptions?		'es		
89. Is child marriage void or prohibited?		'es 'es		
90 Is child marriage penalized?	V	-3		
	Y			
Marital rape		'es		
,	Y	es /A		
	Y N			

Economy Tables 247



Acknowledgments

Data collection and analysis for Women, Business and the Law 2016 was conducted by a team led by Sarah Igbal (Program Coordinator, Women, Business and the Law), under the general direction of Augusto López-Claros (Director, Global Indicators Group, Development Economics) and Melissa Johns (Adviser, Global Indicators Group, Development Economics). Overall guidance for the preparation of the report was provided by Kaushik Basu, Senior Vice President and Chief Economist of the World Bank. Members of the core research team included Gharam Alkastalani Dexter, Nayda Almodóvar-Reteguis, Nisha Nicole Arekapudi, Yasmin Bin Humam, Julia Constanze Braunmiller, Maia Estelle D'Anna, Morgane Lucia Gruet, Tazeen Hasan, Carolina Szasz Jatene, Svetlana Matt, Adeola Bunmi Olagunju, Isabel Santagostino Recavarren, Katrin Anna Schulz, Alena Sakhonchik and Paula Tavares. Assisting with data collection were Ghufran Ayidh Alqahtani, Yuriy Valentinovich Avramov, Martha Branigan-Sutton, Marina Elefante, Dorina Peteva Georgieva, Adrian Gonzalez-Gonzalez, Isabella Maria Grisanti Vollbracht, Joyce Antone Ibrahim, Parviz Jabarov, Michele Jarrouj, Chantal Khalil, Magdalini Konidari, Gloria Daniele Diba Etonde Kuoh, Heather Elaine McAuliffe, Frederic Meunier, Marianna Buchalla Pacca, David Mark Sebstead, Christian De la Medina Soto and Marilyne Florence Youbi. Mohammad Amin and Asif Islam assisted in the data analysis.

The team is grateful for valuable comments provided by colleagues in the World Bank Group (both on the draft report and on the surveys used for data collection) and outside the World Bank Group (on the surveys used for data collection). The team would especially like to acknowledge the comments and support of Indermit Gill. Comments were also received from: Issam A. Abousleiman, Gavin Adlington, Bina Agarwal, Ahmad Ahsan, Aly Salman Alibhai, Diana Arango, Clarissa Augustinus, Fareda Banda, Elena Bardasi, Amjad Bashir, Nina Bhatt, Christina Biebesheimer, Moussa Blimpo, Genevieve Boyreau, Laura Chioda, Rea Chiongson, Maitreyi Das, Benedicte de la Briere, Ana Paula de la O Campos, Klaus Deininger, Gustavo Demarco, Cheryl Doss, Beatrice Duncan, John Eekelaar, Hebatalla Elgazarr, Julianna Flanagan, Maria Elena Garcia Mora, Jimena Garrote, Gisela Geisler, Renee Giovarelli, Anne Goldstein, Caren Grown, Lucia Hanmer, Birgit Hansl, Yasmeen Hassan, Thea Hilhorst, Masako Hiraga, Yumeka Hirano, Mala Htun, Sriyani Hulugalle, Elena lanchovichina, Soumya Kapoor, Jane Katz, Kathrine Kelm, Karin Erika Kemper, Naomi Kenney, Irina L. Kichigina, Talip Kilic, Antonia Kirkland, Daniel Kirkwood, Henriette Kolb,

Aphichoke Kotikula, Begona Lasagabaster, Daniel Lederman, Gladys Lopez-Acevedo, Priyani Malik, Alexandre Marc, Teresa Marchiori, Daniela Marotta, Jennifer McCleary-Sills, Saiyed Shabih Ali Mohib, Komal Mohindra, Ferenc Molnar, Joao Montalvao, Matthew Morton, Stella Mukasa, Miriam Muller, Ana Maria Munoz Boudet, Sarah Nedolast, Celia Ortega, Alice R. Ouedraogo, Elizaveta Perova, Patti Petesch, Paul Pettitore, Keomanivone Phimmahasay, Aminur Rahman, Rita Ramalho, Vijayendra Rao, Lowie Rosales-Kawasaki, Helene Carlsson Rex, Mehnaz Safavian, Iffath Sharif, Joana Silva, Nistha Sinha, Sylvia Solf, Jennifer Solotaroff, Steffi Stallmeister, Victoria Stanley, Rachel Vogelstein, Laurel Weldon, Alys Willman, William Wiseman and Johannes Zutt.

The report was edited by Anne Grant, with design and graphics by Corporate Visions. Data visualization support was provided by Francis Gagnon of Voilà Information Design. The online Women, Business and the Law database (http://wbl.worldbank.org) is supported by Varun V. Doiphode, Andres Baquero Franco, Fengsheng Huang, Kunal Patel, Rajesh Sargunan, Vinod Vasudevan Thottikkatu and Hashim Zia. The Women, Business and the Law outreach strategy is managed by Indira Chand, supported by Hyun Kyong Lee, under the general direction of Phillip Jeremy Hay. The events strategy is coordinated by Sushmitha Narsiah Pidatala. The core research team is assisted by Rose Gachina.

Support for expanding geographic coverage of the database was provided by the United Kingdom Department for International Development (DFID). Support for data collection and expansion was provided by the Switzerland State Secretariat for Economic Affairs (SECO). Support for expanding coverage of the protecting women from violence indicator was provided by the United States Agency for International Development (USAID).

This report was made possible by the generous contributions of over 1,000 lawyers, judges, academics, civil society representatives and public officials in 173 economies. Contact details for local partners are available on the *Women, Business and the Law* website at: http://wbl.worldbank.org/contributors.

The names of local partners wishing to be acknowledged individually are listed. The global and regional contributors listed are firms or organizations that have completed multiple questionnaires in their various offices around the world.

GLOBAL CONTRIBUTORS

Advocates for International Development (A4ID)

American Bar Association

Bridges Across Borders Southeast Asia Community Legal Education Initiative (BABSEA CLE)

CARE International

Center for International Private Enterprise (CIPE)

Due Diligence Project

Equality Now

Global Alliance for Justice Education (GAJE)

Habitat for Humanity International

Huairou Commission

International Bar Association

International Development Law Organization (IDLO)

Legal Action Worldwide

Organization of American States

The Law Society of England & Wales

The Protection Project

Thomson Reuters Foundation

UN Women

Vital Voices Global Partnership

Women for Women International

Women in Law and Development in Africa

AFGHANISTAN

Jamila Afghani Noor Educational and Capacity Development Organization (NECDO)

Najla Ayubi

Nelab Bayani

Fazal Ghani NUA Afghanistan

Hussain Moin Afghanistan Independent Human Rights Commission (AIHRC)

Jamila Safi Karama Network of Advocacy and Human Rights (KNAHR)

Abdul Basir Sarwari

Latifa Sultani Afghanistan Independent Human Rights Commission (AIHRC)

ALBANIA

Aurela Bozo Center for Legal Civic Initiatives

Sokol Elmazaj Boga & Associates

Vasilika Laçi Civil Rights Defenders

Arben Lena Lena & Associates Law Firm

Erion Lena Lena & Associates Law Firm

Aida Lico Lena & Associates Law Firm

Silva Velaj Boga & Associates

ALGERIA

Radia Abdous Ghellal & Mekerba

Sonia Benbouzid Cabinet Tabet Avocats & Conseils

Yamina Kebir Cabinet Kebir

Lamine Tabet Cabinet Tabet Avocats & Conseils

ANGOLA

Daniela Cristovão Lourdes Caposso Fernandes & Associados

Pedro Rodrigues da Silva Advoconsulting, SA Angola

Lourdes Caposso Fernandes Lourdes Caposso Fernandes & Associados

Arnold Ferreira FBL Advogados

Dário Gaspar DC Lawyers

Carla Vieira Mesquita Adjuris

Yuma Munana Lourdes Caposso Fernandes & Associados

Laurinda Toko Lourdes Caposso Fernandes & Associados

ANTIGUA AND BARBUDA

Gale Archibald Ministry of Finance

Sherrie-Ann Bradshaw
S. Bradshaw & Associates

Kari-Anne Reynolds Hill & Hill

Kamilah Roberts Roberts & Co.

Alexandrina Wong Women Against Rape Inc.

ARGENTINA

Ursula Basset Pontificia Universidad Católica Argentina

Carina Marcela Castrillón Estudio Bullo - Tassi -Estebenet - Lipera - Torassa Abogados

Graciela De Oto Fundación Suma Veritas

Diego Sebastián Kelly Marval, O'Farrell & Mairal

Enrique Mariano Stile Marval, O'Farrell & Mairal

María Victoria Tarzian Estudio Bullo - Tassi -Estebenet - Lipera - Torassa Abogados

Gustavo Torassa Estudio Bullo - Tassi -Estebenet - Lipera - Torassa Abogados

ARMENIA

Larisa Minasyan Open Society Foundations

Vaneh Torosyan Open Society Foundations

Mariam Vardanyan Open Society Foundations

Susanna Vardanyan Women's Rights Center

Liana Voskerchyan K-Telecom

AUSTRALIA

Elizabeth Bedford

Keira Brennan Norton Rose Fulbright LLP

Louise Cooney

Hedy Cray Clayton Utz

Patrick Parkinson University of Sydney

Elly Patira

Susan Pearson Pearson Emerson Family Lawyers

Leah Reid

Genevieve Woods

Jane Wright Work Dynamic Australia

AUSTRIA

Verein Wiener Frauenhäuser

Julian Feichtinger CHSH Cerha Hempel Spiegelfeld Hlawati

Valerie Kramer

AZERBAIJAN

Sarvar Hummatov Deloitte & Touche LLC

Fuad Karimov Kermur Specialized Bureau of Advocates

Shahla Samedova Baku State University Law School

BAHAMAS, THE

Vann P. Gaitor Higgs & Johnson

Knijah Knowles

Chad D. Roberts Callenders & Co.

BAHRAIN

Amel Al Aseeri Zeenat Al Mansoori & Associates

Mohammad Aljishi Aljishi Law Office

Zeenat Al Mansoori Zeenat Al Mansoori & Associates

Ismaeel Al Nasri Janahi Law Office

Reem Al Rayes Zeenat Al Mansoori & Associates

Omar Naghaway

Eman Omar Zu'bi & Partners - Attorneys & Legal Consultants

BANGLADESH

Kazi M U Ahamed Temple Chamber

Ishrat Ahmed

Salma Ali Bangladesh National Woman Lawyers' Association

Monirul Azam Department of Law, University of Chittagong

Shajib Mahmood Alam

BARBADOS

Cadian Drummond Harridyal-Sodha & Associates (Liza Law)

Shena-Ann Ince Clarke Gittens Farmer Attorneys at Law

Jill St George University of the West Indies at Cavehill

BELARUS

Sergei Makarchuk CHSH Cerha Hempel Spiegelfeld Hlawati

Andrei Neviadouski AB Cierech, Neviadouski and Partners

Natallia Raisanen AB Cierech, Neviadouski and Partners

Elizaveta Rovbuts Arzinger & Partners

Elena Rusenchik Arzinger & Partners

Vadzim Samaryn

Dzmitryj Shylau AB Cierech, Neviadouski and Partners

Juri Slepitch Arzinger & Partners

Nikita Tolkanitsa CHSH Cerha Hempel Spiegelfeld Hlawati

BELGIUM

Mayer Brown International

Ibrahim Akrouh Legisquadra

lan Forrester White & Case LLP

Renaat Hoop VIVES University College

Guillaume Lys Vincent Lurquin & Associés

Eline Murat White & Case LLP

BELIZE

Natalia Carter Belize Family Court

Magali Marin Young Magali Marin Young & Co.

BENIN

Lydvine Ahouangnivo Women in Law and Development in Africa

Cristel Akofa Gomez Cabinet Kepha Consultants

Yacoubou Moutairou Réseau pour l'Intégration des Femmes des Organisations Non Gouvernementales et Associations Africaines (RIFONGA)

BHUTAN

Karma Tshewang Visit Asia

Pema Wangda Ministry of Labour and Human Resources

BOLIVIA

Andrea Bollmann Duarte Salazar, Salazar & Asociados Soc. Civ.

Polina Chtchelok ESPCs Multidisciplinary Consulting

Asdruval Columba Jofre AC Consultores Legales

Claudia López Monterrey ESPCs Multidisciplinary Consulting

Julieta Montaño Oficina Jurídica Para la Mujer

Pedro Antonio Otondo Ledezma AC Consultores Legales

Lorena Salazar Machicado Salazar, Salazar & Asociados Soc. Civ.

Sandra Salinas C.R. & F. Rojas Abogados, members of Lex Mundi

BOSNIA AND HERZEGOVINA

Jesenko Behlilovic Advokatska Kancelarija Spaho

Naida Custovic Wolf Theiss d.o.o. Sarajevo

Selma Demirović-Hamzić Marić & Co. Law Firm

Mervan Miraščija Open Society Fund

Amela Selmanagic Wolf Theiss d.o.o. Sarajevo

Emir Spaho Advokatska Kancelarija Spaho

Mehmed Spaho Advokatska Kancelarija Spaho

Selma Spaho Advokatska Kancelarija Spaho

BOTSWANA

Tatenda Dumba Armstrongs Attorneys Notaries & Conveyancers

BRAZIL

BM&A Advogados

Maria Vitória Almeida

Tatiana Miyano Balduino Machado, Meyer, Sendacz e Opice Advogados

Leticia Calderaro Batista Centro Universitário do Distrito Federal

Elisa Colares Secretaria de Políticas para as Mulheres da Presidência da República

Ligia Maura Costa Ligia Maura Costa, Advocacia

Viviane Barbosa da Silva Lobo & de Rizzo Advogados

Moana Furletti Quadros e Quadros Sociedade de Advogados

Murilo Caldeira Germiniani Machado, Meyer, Sendacz e Opice Advogados

Michelle Lopes

Patricia MacDermot Lobo & de Rizzo Advogados

Cristiane Sayuri Masuno Machado, Meyer, Sendacz e Opice Advogados

Jorge Gonzaga Matsumoto Machado, Meyer, Sendacz e Opice Advogados

Vivian Pereira

Carlos Rebolo

Ana Carolina Ribeiro Secretaria de Políticas para as Mulheres da Presidência da República

Andrea Massei Rossi Lobo & de Rizzo Advogados

Camilla Arno Sant'Anna Norton Rose Fulbright LLP

Mauricio Quadros Soares Quadros e Quadros Sociedade de Advogados

Naomy Christiani Takara

Aline Yamamoto Secretaria de Políticas para as Mulheres da Presidência da República

BRUNEI DARUSSALAM

Rena Azlina Abd Aziz Ministry of Finance

Hajah Norahimah Haji Aji Department of Labor, Ministry of Home Affairs

Norizzah Hazirah Husin Department of Labor, Ministry of Home Affairs

Nava Palaniandy Ahmad Isa & Partners

BULGARIA

Desislava Abrasheva

Dimitar Dimov Dimov & Tashev Law Firm

Kate Dinovska NOVA JUS

Boris Georgiev NOVA JUS

Katerina Partenova Dimov & Tashev Law Firm

Radoslav Tashev Dimov & Tashev Law Firm

BURKINA FASO

Samirah Dera

Safièta Nawalagumba Koanda Dera

Mariam Lamizana Voix de Femmes (VdF)

Abdoulaye Sedogo

Alfred Benjamin Patindé Tiendrebeogo Ministère de la Fonction Publique, du Travail et de la Sécurité Sociale

BURUNDI

Dany-Axelle Ndayishimiya Mkono & Co. Burundi

Cyriaque Nibitegeka Nibitegeka Advocates

Lambert Nigarura Mkono & Co. Burundi

Fabien Segatwa Segatwa & Associés -Cabinet d'Avocats

Verena Marion Stamm Fondation Stamm

CAMBODIA

The Cambodian Center for Human Rights

Sophal Chea Better Factories Cambodia

Pagnawat Heng P&A Asia Law Firm

Bunthea Keo Cambodian Human Rights Task Force

Sunsafari Leng P&A Asia Law Firm

Sereyvathney Mao P&A Asia Law Firm

Sovannith Nget P&A Asia Law Firm

Allen Prak P&A Asia Law Firm

Sokla San P&A Asia Law Firm

CAMEROON

Che Collins Voice of Grace Foundation

Hyacinthe Fansi SCP Ngassam Njike & Associes

Neba Priscillia Lum Voice of Grace Foundation

Désiré Makondo DM & Partners

Nyamboli Ngwe Destiny Chambers

Franklin Njumbe Ngabe

Bolleri Pym Université de Douala

Ndonwi Wilfred Voice of Grace Foundation

CANADA

Stefanie Di Francesco McMillan LLP

Jaclyn Giffen Exclusive Transfer Enterprise Corporation

Caroline Kim

Anne Levesque University of Ottawa

Louise MacDonald Barbra Schlifer Commemorative Clinic

Caroline Sand Barbra Schlifer Commemorative Clinic

CHAD

Eléonore Djekounlar Nembaye

Ndouba Mborbe Djikoloum

Lucas Madji Laoro Cabinet Abdoulaye Adam Bahar

Guy Emmanuel Ngankam PricewaterhouseCoopers

Foba Toukpleye

CHILE

Juan Ignacio Ipinza Mayor

Lucía Planet Sepúlveda Defesoría Laboral

Paulina Rivera

Luis Andrés Ulloa Martínez Energía Llaima

Cristina Vilches

CHINA

Gloria Li China Top Credit Financial Information Service

Jing Li Kirkland & Ellis International

Esther Sun Ashurst LLP

Han Yang DLA Piper LLP

Tiana Zhang Kirkland & Ellis International

COLOMBIA

Fundación ProBono Colombia

María Margarita Bucheli Eraso

María Claudia Escandón Aesca S.A.

Patricia Hernández Cavelier Abogados

María Adelaida Palacio Puerta Universidad Sergio Arboleda

Nicolás Eduardo Riaño Jiménez Universidad Sergio Arboleda

Diana Rodríguez Universidad Sergio Arboleda

Liliana Rodriguez Rodríguez Retamoso & Asociados

Henry Javier Rodriguez Jiménez Cavelier Abogados

Julieth Roldán Cavelier Abogados

Julián Triana Vargas Universidad Sergio Arboleda

Claudia M. Zambrano Ariza

CONGO, DEM. REP.

Tiphaine Bueke Bolombo

Kalasi Ngay Guy

Eve Ingwa American Bar Association Rule of Law Initiative

Aimé Kahindo American Bar Association Rule of Law Initiative

Pappy Kajabika Vision Sociale ASBL

Upio Kakura Wapol Emery Mukendi Wafwana & Associates

Ridelphine Katabesha Association des Femmes des Medias du Sud-kivu AFEM/SK

Christophe Manzanga Boyomba

Rigobert Nzundu Mawunga Emery Mukendi Wafwana & Associates

Roger Mulamba RMK & Associés

Patrick Unyon-Pewu Watum Cabinet Kalongo Mbikayi

Pascaline Zamuda CREFII

Dunia Zongwe

CONGO, REP.

Patrice Bazolo

Pierre Vincent Bissouekeme CENAGES

Laetitia Nadine Loko Association les Amis de la Fac de Droit

Franck Darnod Nguimbi Mbenze Cabinet d'Avocats Claude COEHO

Issan Giska Ntsila Cabinet d'Avocats Ntsila

COSTA RICA

Rocío Amador Hasbun Bufete Amador

Alejandra Arguedas Arias & Muñoz

Anna Karina Jiménez Arias & Muñoz

Gabriela Mata Arias & Muñoz

Ana Priscilla Ortiz Saborío Batalla Abogados

Diana Pál-Hegedüs Ortega Pál-Hegedüs & Ortega Abogados

Marianne Pál-Hegedüs Ortega Pál-Hegedüs & Ortega Abogados

Graciela Soto Arias & Muñoz

CÔTE D'IVOIRE

Arci Eric Djélardjé Cabinet Kignaman Soro

Moumouni Konaté Konfirm-Advies

CROATIA

Marko Borsky Marko Borsky Law Office

Ivana Delalić Divjak, Topić & Bahtijarević Law Firm

Saša Divjak Divjak, Topić & Bahtijarević Law Firm

Marko Lovrić Divjak, Topić & Bahtijarević Law Firm

Daniela Marasović Divjak, Topić & Bahtijarević Law Firm

Ema Marušić Marko Borsky Law Office

Karlo Novosel Law Office Karlo Novosel

Davor Rukonić Divjak, Topić & Bahtijarević Law Firm

Andrej Žmikić Divjak, Topić & Bahtijarević Law Firm

CZECH REPUBLIC

Barbara Adamcová

Lenka Droscová Balcar Polanský Eversheds

Radek Matouš Balcar Polanský Evershedsík

DENMARK

Elsebeth Aaes-Jørgensen Norrbom Vinding

Mille Albrektsen Copenhagen University

Francesca Cantarella Thomassen Danish Center against Human Trafficking

Jacob Engelbrechtsen Copenhagen University

Majken Johansen Advokat Majken Johansen

Annette Kronborg Copenhagen University

Nell Rasmussen

Tina Reissmann Plesner

DJIBOUTI

Ouloufa Ismail Abdo

M. Abdoulrahman

Amina Ahmed Abdillahi

lwad Ali Mohamed Ministère de la Justice

Ali Dini Cabinet d'Avocat Ali Dini

Abdoulkader Hassan Mouhoumed Universite de Djibouti

DOMINICA

Danielle Edwards

H. Noreen John Noreen John & Associates

Eric Mendes Ministry of National Security, Immigration and Labour

DOMINICAN REPUBLIC

Merielin Almonte Merielin Almonte Estudio Legal

Isabel Andrickson Pellerano & Herrera

Ana Isabel Cáceres Matos Troncoso & Caceres

Paola Carolina Figueroa Rosario Troncoso & Caceres

Ingry Montaño Pina Méndez & Asociados

Elisabetta Pedersini Aaron Suero & Pedersini

Laura Pellerano Pellerano & Herrera

Aida Ripoll Guzmán Ariza Abogados y Notarios

Juan Manuel Suero Aaron Suero & Pedersini

ECUADOR

Mariuxi Daniela Baquerizo Andrade

Daniela Burbano ESEICO S.A.

Juan Pablo Morales Viteri Provelítica

Wendy Reyes Chiriboga Proyelítica

EGYPT, ARAB REP.

Dalia Abdel Ghany Sharkawy & Sarhan

Sahar Abdul Sattar Menoufia University

Hala Abo El Enien Egypt Women Association for Development and Participation

Sahar Emam Menoufia University

Mamdouh Farghaly The Egyptian Law Firm

Rabha Fathy Association of Egyptian Female Lawyers

Yaser Gamaluddin Mahmoud Hamam The Egyptian Law Firm

EL SALVADOR

Christian Bará Cousin Bufete Arias & Muñoz

María José Benítez

Efraín Marroquín Abarca Bufete Arias & Muñoz

Josue Rafael Reyes Campos Bufete Arias & Muñoz

Violeta Alexandra Molina Rivas García & Bodán

Julio Vargas García & Bodán

EQUATORIAL GUINEA

Javier Iñiguez PwC Tax and Legal

Ponciano Mbomio Nvo Gabinete Jurídico

ESTONIA

Estonian Human Rights Centre

Karin Madisson Law firm SORAINEN

Rando Maisvee Advokaadibüroo Eversheds Ots & Co.

Lennart Oja Advokaadibüroo Eversheds Ots & Co.

Lauri Paulus Law Office Legalia

ETHIOPIA

Dagnachew Tesfaye Abetew Dagnachew Tesfaye and Mahlet Mesganaw Law Office

Fikadu Asfaw Fikadu Asfaw Law Office

Yodit Gurji Fikadu Asfaw Law Office

Mahlet Mesganaw Getu Mahlet Mesganaw Legal Advisory Office

Yehenew Walilegne World Health Organization

Behailu Weldeyohannes

FIJI

Jon Apted Munro Leys

Nicholas Barnes Munro Leys

Lalotoa Mulitalo The University of the South Pacific

Gemma Pinol Puig

Shayne Sorby Munro Leys

FINLAND

Jessica Brander Dittmar & Indrenius

Petri Eskola Backstrom & Co. Attorneys Ltd.

Maija Kokkonen Asianajotoimisto White & Case Oy

Laura-María Lindström Borenius Attorneys Ltd.

Raija-Leena Ojanen Dittmar & Indrenius

Katri Piiparinen Asianajotoimisto White & Case Oy

Tanja Törnkvist Asianajotoimisto White & Case Oy

Kiira Tuohimaa Asianajotoimisto White & Case Oy

Sami Tuominen Borenius Attorneys Ltd.

FRANCE

Elise Baha Mayer Brown International LLP

Jérémie Blond Cabinet Jérémie Blond

Sylvia Cleff Le Divellec Altidem

Angélique Devaux

Louis Fearn Mayer Brown International LLP

Aude Chloé Froment Froment Marginale Associés

Régine Goury Mayer Brown International LLP

Marina Martins Mayer Brown International LLP

Wye-Peygn Morter Mayer Brown International

Virginie J.M. Tassin BHM Penlaw

GABON

Harold Leckat

Irénée Mezui Cabinet BBM Avocats

Ussi'n Yala Cabinet d'Avocats Albert Bikalou

Bernie Yala Tchimbakala Cabinet d'Avocats Albert Bikalou

GEORGIA

Mariam Asanishvili MKD Law Firm

Boris Janjalia

Ekaterine Lobadze Union Sakhli - Advice Centre for Women

Ana Natsvlishvili Georgian Young Lawyers' Association

Rusudan Pkhakadze

GERMANY

Ashurst LLP

Marco Daub Sfh Schumacher Steuerberatungsgesellschaft

Sibylla Flügge Frankfurt University of Applied Sciences

Sylvia Kampshoff Kirkland & Ellis International LLP

Nicole Schlatter Kirkland & Ellis International LLP

Bärbel Schmidt Independent Consultant

Jürgen Streng

Manuela Vogg Kanzlei Vogg

GHANA

Selasi Adika Adika & Co.

Hilary Gbedemah The Law Institute

GREECE

Ioanna Manou Ministry of Education

Alexandra Pentaraki Brain Matters

Zena Prodromou White & Case LLP

Chara Selli Association of Small and Big Private Nursery and Kindergartens of Greece

Malamati Zachou

Viktoria Zioga

GRENADA

Cecil Edwards

Melisse Ogilvie Program for Adolescent Mothers Grenada

Jasmin Redhead Legal Aid and Counseling Clinic Grenada

Lisa Taylor Henry Hudson-Phillips & Co.

A. Anande Trotman-Joseph Law Firm of Joseph & Joseph

GUATEMALA

Eduardo Calderón

María Mercedes Castro Guerra García & Bodán

Fausto García Universidad Francisco Marroquín

Francisco Sagastume García & Bodán

María Eugenia Villareal Asociación para la Eliminación de la Explotación Sexual, Pornografía, Turismo y Tráfico Sexual de Niñas, Niños y Adolescentes en Guatemala (ECPAT/Guatemala)

GUINEA

Amadou Babahein Camara Société Civile Professionnelle d'Avocats - A&A

Amadou Laba

GUYANA

Ashton Chase Ashton Chase Associates

Shaunella Glen Temple Chambers, Ramjattan & Associates

Jennifer Ayana McCalman McCalman & Co Legal Services

Charlie Ogle Ministry of Labour, Human Services and Social Security

Kayreen T.H. Stephenson

Judy Stuart Ministry of Legal Affairs and Attorney General Chambers

HAITI

Mimose Andre Royal Ministère à la Condition Féminine et aux Droits des Femmes

Guerda Benjamin Organisation de Femmes Pour le Développement de Thomonde - OFAT

Francoise Bouzi Bonhomme Cabinet Dantès P. Colimon

Elisabeth Colimon Woolley Cabinet Dantès P. Colimon

Missly Gilles

Patrice Laventure International Labor Organization (ILO)

Martine Romain Mégie Cabinet Dantès P. Colimon

HONDURAS

Gina María Aronne Laitano

Alma Coello

Edwin Flores Bufete Casco-Fortín-Cruz & Asociados

Vivian Linck

Ada Carolina López Aguilar Secretaría de Justicia y Derechos Humanos

Claribel Medina CENTRAL LAW Honduras

Jesús Humberto Medina-Alva CENTRAL LAW Honduras

Irza Rojas Zavala Secretaría de Justicia y Derechos Humanos

Ana Romero

Roberto Williams Cruz Bufete Casco-Fortín-Cruz & Asociados

HONG KONG SAR, CHINA

Anthony Chan Kirkland & Ellis International

Cynthia Chung Deacons

Nga Kit (Christy) Tang

Manisha Roshedri Leonie Wijesinghe

Sandy Yeung Kirkland & Ellis International LLP

David Yun Kirkland & Ellis International

HUNGARY

Zoltán Csató

Schalkház Éva Edit Schalkház Law Office

Julia Gebhard Andrássy University Budapest

Csaba Györy Eötvös Loránd University (ELTE)

Fanni Murányi Kék Vonal Gyermekkrízis Alapítvány

András Németh András P. Németh Attorney-at-Law

Zsuzsanna Papp Kék Vonal Gyermekkrízis Alapítvány

Réka Török Pázmány Péter Catholic University, Faculty of Law

Marianna Toth Law Office of Marianna Toth

Márton Leó Zaccaria University of Debrecen Faculty of Law

ICELAND

Gudrun Bergsteinsdottir LOCAL Attorneys

Steinunn Holm Gudbjarsdottir Law Firm of Holm & Partners

Jóna Pálmadóttir Icelandic Human Rights Centre

Margrét Steinarsdóttir Icelandic Human Rights Centre

INDIA

Mohak Bhadana Supreme Court of India

Shweta Bharti Hammurabi & Solomon

Manjula Chawla Phoenix Legal

Ritika Ganju Phoenix Legal

Atul Gupta Trilegal

Rajas Kasbekar Little & Co. Advocates & Solicitors

Shinjni Kharbanda Phoenix Legal

Manoj Kumar Hammurabi & Solomon

Apoorva Moorthy Hammurabi & Solomon

Bhargavi Mudakavi Trilegal

Ajay Raghavan Trilegal

Vrajlal Sapovadia Shanti Business School

Tanya Singh Hammurabi & Solomon

INDONESIA

Indrawan Dwi Yuriotomo Soewito Suhardiman Eddymurthy Kardono

Beauty Erowati Siswojo LBH-APIK Nusa Tenggara Barat

Rusmaini Lenggogeni Soewito Suhardiman Eddymurthy Kardono

Asep Wijaya Wijaya & Company Law Firm

IRAN, ISLAMIC REP.

Behrooz Akhlaghi International Law Office of Dr. Behrooz Akhlaghi & Associates

Nasim Gheidi Nasim Law Office

Parya Maleknia

Seyed Iman Mohammadian Nasim Law Office

Elahi Parisa

IRAQ

Fadhel Al Qaseer Naam for Human Rights

Ahmed Al-Jannabi Mena Associates, member of Amereller Rechtsanwälte

Adnan Alsakban Association for Accountants

Maha Alsakban Center for Women's Human Rights

Zeyad Saeed Iragi Law Firm

Hind Salih United Lawyers Firm

IRELAND

Catherine Austin Arthur Cox

Inge Clissmann Inge Clissmann S.C.

Leanne Cochrane

Kathleen Garrett

Patricia McCarvill Arthur Cox

Elaine Mettler Arthur Cox

ISRAEL

Pnina Broder Manor Naschitz, Brandes, Amir & Co.

Shoshana Gavish S. Horowitz and Co.

Eran Goren

Ofir Kaplan S. Horowitz and Co.

Dana Naor Mande'el Israeli Women's Network

Moien Odeh Odeh Law Office

Gally Perry Naschitz, Brandes, Amir & Co.

ITALY

Umberto Antonelli Studio Legale Associato ad Ashurst LLP

Enrichetta Sandra Bellini Fornera Business and Professional Women International (BPWI)

Francesca Brilli Studio Legale Associato ad Ashurst LLP

Marco Calabrese Studio Legale Calabrese & A.

Manuela Cavallo Portolano Cavallo Studio Legale

Federica Di Mario Studio Legale Associato ad Ashurst LLP

Andrea Gangemi Portolano Cavallo Studio Legale

Giliola Langher

Carloandrea Meacci Studio Legale Associato ad Ashurst LLP

Nicola Toscano Studio Legale Associato ad Ashurst LLP

Valentina Turco Portolano Cavallo Studio Legale

Luisa Zappalà Elsa International

JAMAICA

Rachel Bond Patterson Mair Hamilton

Deborah Dowding

Tenesha Myrie

Natasha Parkins Institute for Gender and Development Studies

Melissa Powell Wright Law Office of Melissa N. Powell

Tracy Robinson Inter-American Commission on Human Rights

Sharon Smith Patterson Mair Hamilton

Elizabeth Ward Violence Prevention Alliance

JAPAN

Kaoru Haraguchi Haraguchi International Law Office

Kenichi Kojima Ushijima & Partners

Tetsuya Kondo PricewaterhouseCoopers

Yuriko Sakamoto Hayabusa Asuka Law Offices

Tomoko Tsuchida

Shin Ushijima Ushijima & Partners

JORDAN

Osama Al Husamie Osama Sukkari & Associates -Attorneys at Law

Ahmed Al-Hawamdeh Jerash University

Rana Atwan Atwan & Partners Attorneys and Legal

Rasha Maqableh Jerash University

KAZAKHSTAN

Zulfiya Akchurina GRATA Law Firm

Alexandr Alexeyev Signum Law Firm

Konstantin Derbyshev Astapov Lawyers International Law Group

Artem Timoshenko Colibri Law Firm

Viktoriya Trofimovich Signum Law Firm

Assel Uraztayeva Colibri Law Firm

Sofiya Zhylkaidarova Signum Law Firm

KENYA

Jane Kamangu Women Achieve Africa Trust

Catherine Kiama Aids Law Project - Kenya

Allan Maleche KELIN

Joash Moitui Help for the Vulnerable in Society

Helene Namisi Namisi & Company Advocates

Christine Ochieng Federation of Women Lawyers

KOREA, REP.

Robert Flemer Kim & Chang

Chun Wook Hyun Kim & Chang

Taejin Kim K&P Law Firm

Yong Min Lee YM Law Office

Sukyung Sin National Child Protection Agency

KOSOVO

Genc Alimehmeti University of Tirana

Nita Shala Kosovo Legal Group

Xhevdet Shala Kosovo Legal Group

Liridon Shurdhani University for Business and Technology (UBT)

KUWAIT

Ahmad Abo Al Majd Al-Hamad Legal Group

Athra Alrefaai Athra Alrefaie Legal Group

KYRGYZ REPUBLIC

Azima Bokoshova Kalikova & Associates Law Firm

Lenara Mambetalieva

Pamira Sainazarova Kalikova & Associates Law Firm

Gulmira Shakiralieva

LAO PDR

Agnès Couriol DFDL

Rupert Haw DFDL

Briana Olson DFDL

Danyel Thomson DFDL

LATVIA

Irina Frolova MARTA Resource Centre for Women

Valerijs Ickevics V. Ickevics, Sworn Attorneys-at-Law

Jelena Kvjatkovska Law Office Rode & Partners

Rūdolfs Vilsons

LEBANON

Kamal Abu Thaher Kamal Abou Zahr Law Office

Leila Alem Hammoud Alem & Associates Law Firm

Melkar El Khoury

Chafic Majdalani Roula Abdallah Law Firm

Charbel Moarbes

Ghassan Moghabghab Moghabghab & Associates Law Firm

LESOTHO

Land Administration Authority

UNFPA Lesotho

Mateboho Tohlang-Phafane Webber Newdigate

LIBERIA

Rosetta Jackollie

Keith Peterson

Jefferson G. Togba

LITHUANIA

Viktorija Čivilytė Budvytis, Civilis and Partners, Law Firm

Edita Gruodyte Vytautas Magnus University

Giedrė Narbutė Magnusson

Marius Navickas Budvytis, Civilis and Partners, Law Firm

Ausrine Pasvenskiene Vytautas Magnus University

Simona Žižienė Vytautas Magnus University

Evelina Žurauskaitė Vytautas Magnus University

LUXEMBOURG

Yuri Auffinger Linklaters LLP

Louis Berns Arendt & Medernach S.A.

Raphaëlle Carpentier Linklaters LLP

Katia Fettes Linklaters LLP

Harry Ghillemyn Linklaters LLP

Guy Loesch Linklaters LLP

Melinda Perera Linklaters LLP

Sandra Rapp Kleyr Grasso

Philippe Schmit Arendt & Medernach S.A.

MACEDONIA. FYR

Jasminka Frishchikj Association for Emancipation, Solidarity and Equality of Women

Marija Gelevska Association for Emancipation, Solidarity and Equality of Women

Emilija Kelesoska Sholjakovska Debarliev, Dameski & Kelesoska Attorneys-at-Law

Martin Monevski Monevski Law Firm

Vojdan Monevski Monevski Law Firm

MADAGASCAR

Johanne Andria-Manantena

Tsirv Andriamisamanana

Hanna Gräfin Keyserlingk HK-JURIFISC

Alexandra Rajerison Cabinet d'Avocats Rajerison

Olivia Alberte Rajerison Cabinet d'Avocats Rajerison

Joan Harivola Rakotomanjaka

MALAWI

Masauko Chamkakala

Mike Chinoko Malawi Law Commission

Martha Chizuma Limbe Leaf Tobacco Company

Burton Mhango Mbendera & Nkhono Associates

Wongani Mvula

Rachel Sophie Sikwese High Court of Malawi

Tadala Tembo John Tennyson and Associates

MALAYSIA

Nadia Abu Bakar Messrs Shearn Delamore & Co.

Jamie Goh Messrs Shearn Delamore & Co.

Hakimah Yaacob International Shariah Research Academy for Islamic Finance (ISRA)

Ren Chung Yu Women's Aid Organisation (WAO)

MALDIVES

Junaina Ahmed Shah, Hussein and Co.

Aishath Nuzuha Ali Shareef Hope for Women - Family Legal Clinic

Hawwa Shafeea Riza Hope for Women - Family Legal Clinic

Shuaib M. Shah Shah, Hussein and Co.

MALI

Hadji Diakite

Abdrahamane Diallo

Fatoumata D. Diarra Bari African Legal & Tax Mali (ALT-Mali)

Mariam Doumbia Association pour le Progres et la Defense des Droits des Femmes

Diarisso Mariam Traore Association pour le Progres et la Defense des Droits des Femmes

Bouare Samake Women in Law and Development in Africa

Cheick Oumar Tounkara Hera Conseils

MALTA

Commission on Domestic Violence

Women's Rights Foundation

Romina Bartolo Iuris Malta Advocates

Matthew Brincat Ganado Advocates

Ann M. Bugeja CSB Advocates

Christine Calleja Mamo TCV Advocates

Carla Camilleri Aditus Foundation

Richard Camilleri Mamo TCV Advocates

Clement Mifsud Bonnici Ganado Advocates

Lara Pace Ganado Advocates

Lena Sammut Iuris Malta Advocates

MAURITANIA

Mohamed Sidi Abderrahmane Brahim Etude Me. Mohamed Sidi

Aminetou Ely Association des Femmes Chefs de Famille (AFCF)

Med Meine

MAURITIUS

Fayaz Hajee Abdoula BLC Chambers

Jason Harel BLC Chambers

Sharvan Mooneesawmy BLC Chambers

Bhomitrajeet Ramlochund Mardemootoo Solicitors

Bhavna Ramsurun BLC Chambers

MEXICO

Juan Carlos De la Vega Santamarina y Steta SC

Francisco Figueroa Chávez Wissen Abogados, SC

José Luis Gutiérrez Román Asistencia Legal por los Derechos Humanos, A.C. ASILEGAL

Paula Ximena Méndez Azuela Centro Estratégico de Impacto Social, A.C.

Luis Francisco Núñez Garrido Wissen Abogados, SC

Ana Cristina Pérez Marín Centro Estratégico de Impacto Social, A.C.

Francisco Udave Treviño Santamarina y Steta, SC

MOLDOVA

Andriana Cebotari Moldova State University, Faculty of Law

Diana Ichim Turcan Cazac

Ecaterina Madan

Vladimir Palamarciuc Turcan Cazac

MONGOLIA

Otgon Altankhuyag ELB Partners Attorneys-at-Law

Nyamchimeg Bayaraa Mahoney Liotta LLP

Nomin Dashnyam Mahoney Liotta LLP

Otgontungalag Tsevel Confederation of Mongolian Trade Unions

Bolormaa Volodya Grata Law Firm

MONTENEGRO

Vesna Čejovic Advkokatska Kancelarija Čejović

Jelena Danilović Karanovic & Nikolic Law Office

Milica Filipovic Karanovic & Nikolic Law Office

Ljiljana Iraicevic Women's Safe House

Sanja Kalezic Supreme Court of Montenegro

Jovana Pavlovic Women's Rights Center

Biljana Pejovic Gender Equality Department of the Government of Montenegro

Mirjana Vlahovic Women's Room

MOROCCO

Moulay El Amine El Hammoumi Idrissi Hajji & Associés

Reda Gzouli Cabinet Gzouli & Associés

Ilham Hamdai

MOZAMBIQUE

Ancha Abdala

Fulvia Boniardi CARE International

Eduardo Calú Sal & Caldeira Advogados LDA

Gimina Mahumana Sal & Caldeira Advogados LDA

Edurne Monreal Garcés

Delphine Pinault CARE International

Diana Ramalho Sal & Caldeira Advogados LDA

MYANMAR

Gender Equality Network

Jaime Casanova DFDL

Divyasree Damaraju VDB Loi Co.

Katherine East DFDL

William D. Greenlee Jr. DFDL

Htar Htar Akhaya Women

Sai Zin Naing Linn DFDL

Jean Loi VDB Loi Co.

U San Lwin JLPW Legal Services

Ah Lonn Maung DFDL

Nay Chi Min Maung DFDL

Adam Mcbeth

Kyawtmon Min VDB Loi Co.

Mya Thita Oo VDB Loi Co.

NAMIBIA

Petrine Hango Office of the Prosecutor-General

Lovisa Ihalwa Office of the Government Attorney

NEPAL

Dal Bahadur Dhami West Nepal Law Firm

Pratima Burma Gandhi and Associates

Seema Dhami

Sabin Gurung Maiti Nepal

Deepak Raj Joshi Gandhi and Associates

Vishnu Kumari

Rishu Mulepati Gandhi and Associates

Surendra Pokharel

Balkrishna Sharma

NETHERLANDS

Wendy Guns Open Universiteit

Nelleke Hoffs Verwiel & Van der Voort

Eugenie Nunes Boekel De Nerée N.V.

Linda Strous

Anne-Marie Verwiel Verwiel & Van der Voort

NEW ZEALAND

Penny Ehrhardt Ehrhardt Advisors

Ross Knight Ross Knight, Barrister

Tim Marshall Tauawhi Men's Centre

Phillipa Muir Simpson Grierson

NICARAGUA

Minerva Adriana Bellorín Rodríguez Pacheco Coto

Blanca Paola Buitrago Molina García & Bodán

Karen Amelia Cerrato Espinoza Alvarado y Asociados

Yuri Fernando Cerrato Espinoza Alvarado y Asociados

Vanessa Cortes Alvarado y Asociados

Miriam Socorro Espinoza Pacheco Coto

Luz Marina Espinoza Ruiz Alvarado y Asociados

María Marvis Jiron

Dania Navarrete García & Bodán

Carlos Ordeñana Pacheco Coto

Hansel Saborío García & Bodán

Carlos Eduardo Téllez Páramo García & Bodán

Diogenes Emiliano Velasquez Vela Pacheco Coto

NIGER

Fati Kountche

Bachir Talfi Faculté des Sciences Economiques et Juridiques de l'Université Abdou Moumouni de Niamey

Idrissa Tchernaka

NIGERIA

Adebolapo Adesina Udo Udoma & Belo-Osagie

Adebola Amao Udo Udoma & Belo-Osagie

Folashade Dapo Udo Udoma & Belo-Osagie

Joseph Eimunjeze Udo Udoma & Belo-Osagie

Mary Ekemezie Udo Udoma & Belo-Osagie

Folake Elias Adebowale Udo Udoma & Belo-Osagie

Oluwabukola Iji SPA Ajibade & Co.

Mojisola Jawando Udo Udoma & Belo-Osagie

Okorie Kalu Punuka & Solicitors

Jennifer Obado-Joel Enyenaweh

Ozofu Ogiemudia Udo Udoma & Belo-Osagie

Osai Ojigho Alliances for Africa

Egoyibo Okoro

Olaoye Olalere SPA Ajibade & Co.

Tolulope Osindero Udo Udoma & Belo-Osagie

Folakemi Praise Margsolu Legal Practitioners & Consultants

Christopher Udeaja Oguchienti & Oguchienti

NORWAY

Marte Bauge

Elin Paula Kvitberg KPMG Law Advokatfirma AS

Hans C. Steenstrup Hartsang Advokatfirma DA

OMAN

Dawood Aimahrizi

Abdullah Al Barwani

Haitham Omar Albalulah Mohammed Ibrahim Law Firm

Tariq Abdelaziz Mohammed Sadig

Oman Environmental Services Holding Company S.A.O.C.

Hassan Shad Arab Law (Advocates & Legal Consultants)

PAKISTAN

Zeeshan Ashraf Meer Meer & Hasan

Salim Hasan Meer & Hasan

Saman Rafat Imtiaz The Law Offices of Saman R. Imtiaz

Hiba Thobani The Law Offices of Saman R. Imtiaz

PANAMA

Nelva Marissa Araúz Reyes Morgan y Morgan

Mayrolis Parnther Arias & Muñoz

Gisela Porras Arias & Muñoz

Camila Vengoechea Morgan y Morgan

PAPUA NEW GUINEA

Tam Diep Gadens Lawyers

Deborah Edo Ashurst I I P

Wavie Kendino Gadens Lawyers

Lisa Kudada Gadens Lawyers

Eunice Parua Leahy Lewin Lowing Sullivan Lawyers

Mayambo Peipul Ketan Lawyers

PARAGUAY

Ferrere Abogados

Alejandra Tabel Vouga & Olmedo Abogados

Andrés Vázquez

Rodolfo G. Vouga Vouga & Olmedo Abogadoss

PERU

Clea Guerra Centro de la Mujer Peruana Flora Tristan

Alonso Gurmendi Dunkelberg Universidad del Pacifico

Liliana Tsuboyama Shiohama Tsuboyama, Cuzquén & Nicolini

Lidia Vilchez Garcés Estudio Ferrero Abogados

PHILIPPINES

Kenneth Chua Quisumbing Torres, a member firm of Baker and Mckenzie International

Leslie Dy SyCip Salazar Hernandez & Gatmaitan

Anthony Edsel Tupaz
The Law Offices of Tupaz &
Associates

POLAND

Wojciech Babicki Miller, Canfield, W. Babicki, A. Chełchowski i Wspólnicy Sp.k.

Karolina Figura Miller, Canfield, W. Babicki, A. Chełchowski i Wspólnicy Sp.k.

Małgorzata Grzelak Squire Patton Boggs Swiecicki Krzesniak Sp.k.

Monika Kamińska University of Warsaw, Faculty of Law and Administration

Anna Masiota Masiota - Adwokaci i Radcowie Prawni

Michal Niemirowicz-Szczytt Bnt Neupert Zamorska & Partnerzy SC

Dominika Wagrodzka Bnt Neupert Zamorska & Partnerzy SC

Monika Wołłk-Łaniewska Circuit Chamber of Legal Counsel in Warsaw

Mariola Wolska-Wasiak Squire Patton Boggs Swiecicki Krzesniak Sp.k.

Malgorzata Zamorska Bnt Neupert Zamorska & Partnerzy SC

PORTUGAL

Maria Shearman de Macedo Associação de Mulheres Contra a Violência (AMCV)

Elisabete Ferreira Universidade Católica Portuguesa, Escola de Direito do Porto

Ricardo Lopes Caiado Guerreiro & Associados

Paula Luz Cartório Notarial de Portugal

Joana Graça Moura Caiado Guerreiro & Associados

Tânia Pinheiro Caiado Guerreiro & Associados

PUERTO RICO (U.S.)

Brenda L. Colón Reyes Colón Law Offices

Carlos Marín Vargas Igartua, Igartua & Marín Law Offices

Eva Prados Rodríguez

OATAR

Ahmed Mohamed Abd Al-Latif Doha Bank

Mahmoud Abuwassel Sultan Al-Abdulla & Partners

Noor Al Huda Yahiya Sultan Al-Abdulla & Partners

Khawla Al-Atiyat White & Case LLP

Monita Barghachieh Pinsent Masons LLP

Mohammad Bedier

James Elwen Pinsent Masons LLP

Mohammed Fouad Sultan Al-Abdulla & Partners

Karim Hamdy Sultan Al-Abdulla & Partners

Salman Mahmood Sultan Al-Abdulla & Partners

Michael Palmer Squire Patton Boggs LLP

Ali Shaikley White & Case LLP

Shahab Siddiqul Sultan Al-Abdulla & Partners

ROMANIA

Roxana Dobrila Gilescu & Partenerii

Ioana Dumitru Popovici Nitu & Asociatii Attorneys-at-Law

Ileana Glodeanu Wolf Theiss & Asociatii

Smaranda Mihaela Mandrescu Pop & Partners S.C.A. Attorneys-at-Law

Mirela Nathanzon Gilescu & Partenerii

Vlad Neacsu Popovici, Nitu & Asociatii Attorneys-at-Law

Anda Nicoara Gilescu & Partenerii

Alina Panaitov Center for Partnership and Equality (CPE)

Irina Sorescu Center for Partnership and Equality (CPE)

Diana Şteţiu Wolf Theiss & Asociatii

Cristina Gabriela Vedel Pop & Partners S.C.A. Attorneys-at-Law

Mihai Vlasceanu Wolf Theiss & Asociatii

RUSSIAN FEDERATION

Alexander Ksenofontov Levant & Partners

Yulia Dovgaya Neifeld IP Law, PC

Valery Getmanenko Baker & McKenzie

Yulianna Vertinskava

RWANDA

Pamela Abbott University of Aberdeen

Valentin Akayezu Muhumuza

SÃO TOMÉ AND PRÍNCIPE

Salustino David dos Santos Andrade Assembleia Nacional de São Tomé e Príncipe

Ernestina Menezes Neves

Matias Rita dos Ramos INPG

Neanyl Wilfref INPG

SAUDI ARABIA

Ammar Alattas GSK

Badr Aljaafari Badr Aljaafari Law Office

Abdulaziz Alkheraiji Alkheraiji Law Office

Sadeel Balkhyour Vinson & Elkins

Karim Fawaz Clyde & Co.

Sara Khoja Clvde & Co.

SENEGAL

Mohamed Dieng Géni & Kébé SCP d'Avocats

Alioune Dione Ministère de la Femme de l'Enfance et de l'Entreprenariat Féminin

Bineta Mbaye

Alioune Badara Ndiaye Cabinet Maître Cheikh Fall

Fa Ndiaye Trademark Art Designs

Oumou Kalsoum Toure

SERBIA

Mirjana Antic

Olga Cvejić Jančić University Educons - Sremska Kamenica, Faculty of European Legal and Political Studies - Novi Sad

Jovana Tomić Živković Samardžić Law Office

SEYCHELLES

Marie-Nella Azemia Citizens Engagement Platform Seychelles

Marie-Josée Bonne Ministry of Social Affairs, Community Development and Sport

Francis Chang-Sam Law Chambers of Francis Chang-Sam

Karen Domingue

Rosemary Elizabeth Women in Action and Solidarity Organisation (WASO)

Jimmy Finesse Ministry of Labour and Human Resource Development

Jane Jolicoeur Women in Action and Solidarity Organisation (WASO)

Gerard Maurel

Lucie Antoinette Pool

John Renaud's Chamber

Fiona Robinson Judiciary of the Seychelles

Divino Sabino Pardiwalla Twomey Lablache

Monica Servina Citizens Engagement Platform Seychelles

SIERRA LEONE

Francis Kaifala Kaifala, Conteh & Co.

Victor Moinina Forum for the Development of Young People

Alpha Sesay Open Society Justice Initiative

SINGAPORE

Claire Bostock Association of Women for Action & Research (AWARE)

Kelly Forbes Association of Women for Action & Research (AWARE)

Corinna Lim Association of Women for Action & Research (AWARE)

Su Mien Tee Rajah & Tann Asia LLP

Francis Xavier Rajah & Tann Asia LLP

SLOVAK REPUBLIC

Iveta Abelovská Abelovsky & Sulva Legal SRO

Michal Jendzelovsky Clifford Chance LLP

Peter Makys Clifford Chance LLP

Miroslava Obdržálková Clifford Chance LLP

Igor Šváby Bartošík Šváby SRO

Maroš Terkanič Abelovsky & Sulva Legal SRO

SLOVENIA

Law Firm Fatur o.p., d.o.o.

Legal-Information Center for NGOs

Damijan Gregorc Miro Senica and Attorneys, d.o.o.

Suzana Kralijic

SOUTH AFRICA

Amanda Arumugam Bowman Gilfillan Inc.

Richard Bollaert RMB Wands Attorneys

Chantelle de Sousa The SADC Lawyers' Association

Chantal Kur The Mediation Clinic and Divorce Mediations

Lusanda Raphulu Bowman Gilfillan Inc.

Sheena Swemmer Swart Redelinghuys Nel & Partners Inc.

Ziona Tanzer

Richard Wands RMB Wands Attorneys

SOUTH SUDAN

Vincent Museke

SPAIN

Ana Armijo Ashurst LLP

Inés Chamarro

Marta García Mandaloniz Universidad Carlos III de Madrid

María Ángeles Jaime de Pablo

Belén Martín

Lourdes Martín Flórez Uría Menéndez

Raquel Mendieta Grande Ashurst LLP

Katharina Miller

Isabel Rodríguez Léon Uría Menéndez

Gracia Sendín Ashurst LLP

SRI LANKA

Thuwaraka Ganeshan Tiruchelvam Associates

Lasantha Garusinghe Tiruchelvam Associates

Menaka Lecamwasam University of Peradeniya

Ramani Muttettuwegama Tiruchelvam Associates

ST. KITTS AND NEVIS

Wesley George Walwyn Law

Jennifer Harding Walwyn Law

Kalisia Isaacs Myrna R. Walwyn & Associates

Perry Joseph Law Offices of Sylvester Anthony

Midge A. Morton Morton Robinson, LP

Leonora Walwyn Walwyn Law

Jihan Williams The High Court of Saint Kitts and Nevis

ST. LUCIA

Caribbean Centre for Family and Human Rights (CARIFAM)

Michelle Anthony-Desir Du Boulay, Anthony & Co.

Francis Belle The High Court of Saint Lucia

Geoffrey DuBoulay Floissac Fleming & Associates

Brenda Floissac-Fleming Floissac Fleming & Associates

Cheryl Goddard-Dorville Floissac Fleming & Associates

Leandra Gabrielle Verneuil Jennifer Remy & Associates

ST. VINCENT AND THE GRENADINES

Rene M. Baptiste Baptiste & Co. Law Firm Inc.

Mikhail Charles Baptiste & Co. Law Firm Inc.

Nerissa Gittens Department of Labour

Melene A. Glynn Organization of American States (OAS)

Nelcia Robinson Committee for the Development of Women (CEW)

SUDAN

Mohamed Abdeen Law Office of Mohamed Abdeen

Yassir Ali AlH Law Firm

Aziza Ismat Hassanien AIH Law Firm

Amel Sayed

SURINAME

Yvonne Baal Anton de Kom University of Suriname

Ingrid de Bel-Simson DB & Partners Corporate Law Services

Arielle Delprado Arielle's Consultancy

SWAZILAND

Nokwanda Dlamini Swaziland Action Group Against Abuse (SWAGAA)

Ntsika Fakudze

Olivia Lwabukuna Human Sciences Research Council of South Africa

Cebile Manzini-Henwood Swaziland Action Group Against Abuse (SWAGAA)

Tenele Mkhabela Swaziland Action Group Against Abuse (SWAGAA)

Nozipho Msibi Federation of Swaziland Employers and Chamber of Commerce

SWEDEN

National Centre for Knowledge on Men's Violence Against Women (NCK)

Geraldine R. Bjallerstedt

Christina Davis

Katarina Jansson Stockholm Arbitration & Litigation Center (SALC) Law Firm

Jenny Jilmstad Ashurst Advokatbyrå AB

Chrystal Kunosson National Centre for Knowledge on Men's Violence Against Women (NCK)

Jonas Lindblad Advokatfriman Vinge KB

Carolina Nilsson

Johanna Nyström Advokatfirman Vinge KB

SWITZERLAND

Francesca Montali Woolaston Valueworks AG

Caroline Raeber-Piraud Valueworks AG

Peter Reinert Baker & McKenzie

Beatriz Vera

TAIWAN, CHINA

Chuang Chiaoju Themis Attorneys-at-Law

Yu-Shiou (Clarence) Chou Anchung

Sophia Hsieh Tsar & Tsai Law Firm, member of Lex Mundi

Yen-jong Lee Themis Attorneys-at-Law

Scarlett Tang Tsar & Tsai Law Firm, member of Lex Mundi

TAJIKISTAN

Khujanazar Aslamshoev Colibri Law Firm

Aisanat Safarbekkyzy Grata Law Firm

Kanat Seidaliev Grata Law Firm

Sherzod Sodatkadamov Nazrisho & Mirzoev Law Firm I I C

Jaffarbek Uldashev Human Rights Centre Dushanbe

TANZANIA

Rita Akena Legal Counsel

Celina Kibasa

Victoria Lyimo Makani Velma Law

Andrew Mandwa Zenith Attorneys

Zipporah Mvena Tanzania Social Services Industrial Workers Union

Janet Ndyetabura Velma Law

Mectrida Rweyemamu Zenith Attorneys

THAILAND

John Lewis International Thai Foundation

Chadamarn Rattanajarungpond Price Sanond Prabhas & Wynne

Nualporn Satawiriya Price Sanond Prabhas & Wynne

Aroonee Sirivadhna Association for the Promotion of the Status of Women

Pramote Srisamai Price Sanond Prabhas & Wynne

Andrew Wynne Price Sanond Prabhas & Wynne

TIMOR-LESTE

Rui Botica Santos CRA Law Firm Timor-Leste

Eusebio Guterres UNIDO Business Regulatory Consultant

Gonçalo Neves Lestro CRA Law Firm Timor-Leste

Paulo Palma Ministry of Public Works, Transports and Communications, Government of the Democratic Republic of Timor-Leste

Duarte Simões Carneiro CRA Law Firm Timor-Leste

Anna Yang The Asia Foundation, Ending Violence Against Women Program (EVAW)

TOGO

Christian Adovelande ECOWAS Bank for Investment and Development

Ablavi Ahouefa Noussoessi Michele Aguey

Mawussé Yawa Akpama Centre de Recherche d'Information et de Formation pour la Femme CRIFF/GF2D

Stanislas Baba

Paneto Bequédouwè

Ehonam Yvette Gamisso Yévénou SCP Aguereburu & Partners

Mayi Gnofam Programme d'Appui à la Femme et à l'Enfance Déshéritée (PAFED)

Epiphanie Meteteiton Houmey Eklu-Koevanu Centre de Recherche d'Information et de Formation pour la Femme CRIFF/GF2D

Sandra Johnson

Bariki Kadhanga

TONGA

Grabriella R Blake 'Ilolahia

Fitilagi Ioane Fa'anunu

Akanesi E. Katoa Attorney General's Office of Tonga

Juliana Lafaialii Lutui Attorney General's Office of Tonga

Lute Takau

TRINIDAD AND TOBAGO

Angelique Bart Hamelsmith & Company

Sherna Alexander Benjamin Organization for Abused and Battered Individuals (OABI)

Linda M. Besson Employers' Consultative Association of Trinidad & Tobago

Geeta Maharai

Gina Maharaj Organization for Abused and Battered Individuals (OABI)

Ria Mohammed-Davidson Caribbean Court of Justice

Linnel Pierre Hamelsmith & Company

Carl Quamina Organization for Abused and Battered Individuals (OABI)

TUNISIA

Fiaza Benhadid

Béchir Ghachem GLA

Wael Haffar

Aziz Sammoud CAG Law Firm

Helmi Toumi CAG Law Firm

TURKEY

Nebahat Akkoc Kamer

Duygu Alkan Mavioglu & Alkan Law Office (ADMD)

Mustafa Alp Dokuz Eylul University, Faculty of Law

Ayca Bayburan Mavioglu & Alkan Law Office (ADMD)

Duygu Beyazo Çelen Law Firm

Gökçe Çelen Çelen Law Firm

N. Fulya Kazbay Kazbay Law Firm

Onur Can Korkmaz Serap Zuvin Law Offices

Aybala Kurtuldu Serap Zuvin Law Offices

Melis Oget Koc Serap Zuvin Law Offices

Sıla Pınar Hergüner Bilgen Özeke Attorney Partnership

Batuhan Sahmay Bener Law Firm

Deren Suzme Mavioglu & Alkan Law Office (ADMD)

Ebru Unal Hergüner Bilgen Özeke Attorney Partnership

Ali Yurtsever Mavioglu & Alkan Law Office (ADMD)

Serap Zuvin Serap Zuvin Law Offices

UGANDA

Brenda Peace Amito FIDA Uganda

David Akky Batema Ndikabona High Court of Uganda

Augustine Idoot Obilil Tumusiime, Kabega & Co. Advocates

Brigitte Kusiima Sendi Shonubi, Musoke & Co. Advocates

Rachel Musoke Masembe, Makubuya, Adriko, Karugaba & Ssekatawa Advocates

Doreen Nawaali Masembe, Makubuya, Adriko, Karugaba & Ssekatawa Advocates

UKRAINE

Marta Barandiy Promote Ukraine

Kateryna Ilikchiieva Kyiv National Economic University

Evhenia Kolomiyets-Ludwig Promote Ukraine

Oksana Orlova Dentons

Peter Zenon Teluk Squire Patton Boggs LLC

Andriy Tsvyetkov Attorneys' Association Gestors

UNITED ARAB EMIRATES

Raya Abu Gulal Manaar Legal Consultancy

Hanan Ahli

Maryam Al Suwaidi

Mohammed Al-Qasimi

Stefania Franchini TLG The Legal Group

Diana Hamade International Advocate Legal Services

Abdulla Lootah Emirates Competitiveness Council

Mhairi Main Garcia Ashurst LLP

Nisreen Rabah Ashurst LLP

Hala Shash Emirates Competitiveness Council

UNITED KINGDOM

Lucia Ferrer Clifford Chance LLP

Fleanor Matthews

Rose Meller Mayer Brown International LLP

Chloe Meredith Ashurst LLP

Collette O'Connor

Karen O'Leary Caldwell & Robinson

Amarjit Singh Dutton Gregory Solicitors

David Smith Clifford Chance LLP

Hilary Stauffer London School of Economics, Centre for the Study of Human Rights

Herbert Swaniker Clifford Chance LLP

Zsolt Vertessy Mayer Brown International LLP

Laura Whiteway-Bell

Sadie Whittam

UNITED STATES

Sherri Donovan & Associates, PC

Areej Faiz

Ndidi N. Menkiti Littler Mendelson

Mary Rothwell Davis Sanctuary for Families

URUGUAY

lleana Borbonet Ferrere Abogados

Graciana Buffa Estudio Bado, Kuster, Zerbino & Rachetti

Alvaro Carrau Estudio Bado, Kuster, Zerbino & Rachetti

Geanella Pígola Pígola - Zeballos & Asociados

Verónica Raffo Ferrere Abogados

Stefanía Rainaldi Ferrere Abogados

Lucía Van Velthoven

Carla Zeballos Pígola - Zeballos & Asociados

UZBEKISTAN

Elvina Asanova Grata Law Firm

Khurshida Khabibullaeva Grata Law Firm

Nodir Yuldashev Grata Law Firm

VENEZUELA, RB

Gilberto Jorge Palacios Ortega y Asociados

Gabriela Longo Palacios, Ortega y Asociados

Eduardo Meier García Front Despacho de Abogados

José Manuel Ortega Pérez Palacios, Ortega y Asociados

Luis Esteban Palacios Palacios, Ortega y Asociados

Ricardo Rojas Gaona Rojas Gaona & Bandres

VIETNAM

Huong Bui PBC Partners & RHT Law

Jérôme Buzenet DFDL Legal & Tax

Vi Dang PBC Partners & RHT Law

Phong Anh Hoang DFDL

Andrew Lai Kelvin Chia Partnership

Linh Chi Nguyen Kelvin Chia Partnership

Phuong Ha Nguyen Honor Partnership Law Company Limited (HPLaw)

Tat Thang Nguyen Honor Partnership Law Company Limited (HPLaw)

Thi Linh Chi Nguyen Kelvin Chia Partnership

Tien Lap Nguyen NHQuang & Associates

Tieu My Nguyen Honor Partnership Law Company Limited (HPLaw)

Minh Phuong Vu DFDL Legal & Tax

Thu Hang Vu Honor Partnership Law Company Limited (HPLaw)

Benjamin Yap PBC Partners & RHT Law

WEST BANK AND GAZA

A'laa Al-Skafi Al Mezan Center for Human Rights

Mu'ien Barghouti Institute of Law of Berzeit University

Hanna N. Hanania Hanania Law Office

Tamer Sabah Tamer Sabah Law Office

YEMEN. REP.

Emad Al-Garash Yemen Organization for Defending Rights and Democratic Freedoms

Abdulkader Al-Hebshi Advocacy & Legal Consultations Office (ALCO)

Heba Alsaid Advocacy & Legal Consultations Office (ALCO)

ZAMBIA

Sandra Jacobs J. C. Mulunga & Company

Mabvuto Sakala Corpus Legal Practioners

Wantemwa Simutenda Alliance One Zambia Limited

ZIMBABWE

Precious Chakasikwa Kantor and Immerman

Slyvia Chirawu Women and Law In Southern Africa (WLSA)

Davison Kanokanga Kanokanga & Partners

Prince Kanokanga Kanokanga & Partners

Roselyn Mhlanga Kanokanga & Partners

Women, Business and the Law 2016 examines laws and regulations affecting women's prospects as entrepreneurs and employees across 173 economies. The report's quantitative indicators are intended to inform policy discussions on how to remove legal restrictions on women and promote research on how to improve women's economic inclusion.

wbl.worldbank.org





