

Online appendix

GENDERED LAWS AND WOMEN IN THE WORKFORCE

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Additional data details

1. Mobility
1. Can a woman choose where to live in the same way as a man?
2. Can a woman travel outside her home in the same way as a man?
3. Can a woman apply for a passport in the same way as a man?
4. Can a woman travel outside the country in the same way as a man?
2. Workplace
5. Can a woman legally get a job or pursue a trade or profession in the same way as a man?
6. Does the law mandate nondiscrimination in employment based on gender?
7. Is there legislation on sexual harassment in employment?
8. Are there criminal penalties or civil remedies for sexual harassment in employment?
3. Pay
9. Does the law mandate equal remuneration for work of equal value?
10. Can women work the same night hours as men?
11. Can women work in jobs deemed hazardous, arduous or morally inappropriate in the same way as men?
12. Are women able to work in the same industries as men?
4. Marriage
13. Is a married woman not legally required to obey her husband?
14. Can a woman legally be “head of household” or “head of family” in the same way as a man?
15. Is there legislation specifically addressing domestic violence?
16. Can a woman obtain a judgment of divorce in the same way as a man?
17. Do women have the same rights to remarry as men?
5. Parenthood
18. Is there paid leave of at least 14 weeks available to women?
19. Does the government pay 100% of maternity leave benefits, or parental leave benefits (where maternity leave is unavailable)?
20. Is there paid paternity leave?
21. Is there paid parental leave?
22. Is dismissal of pregnant workers prohibited?
6. Entrepreneurship
23. Does the law prohibit discrimination by creditors based on sex or gender in access to credit?
24. Can a woman legally sign a contract in the same way as a man?
25. Can a woman legally register a business in the same way as a man?
26. Can a woman legally open a bank account in the same way as a man?
7. Assets

27. Do men and women have equal ownership rights to immovable property?
28. Do sons and daughters have equal rights to inherit assets from their parents?
29. Do female and male surviving spouses have equal rights to inherit assets?
30. Does the law grant spouses equal administrative authority over assets during marriage?
31. Does the law provide for valuation of nonmonetary contributions?
8. Pension
32. Are the ages at which men and women can retire with full pension benefits equal?
33. Are the ages at which men and women can retire with partial pension benefits equal?
34. Is the mandatory retirement age for men and women equal?
35. Does the law establish explicit pension credits for periods of childcare?

Table A1: The eight indicators and 35 legislative topics covered by the WBL index

Additional details of how the WBL data are coded:

The coding is done by a team of two dozen World Bank legal analysts, based on uniform questionnaires concerning family, labor and criminal law.¹ The questionnaires were built with the assistance of legal experts from the United States Library of Congress and covers all relevant laws and regulations pertaining to the stature of women in the workforce. These include the Constitution, the Labor Code, the Commercial Code, family law, pension law, as well as myriads of regulations.

The coding starts with a desk review by World Bank legal analysts, who code laws available online, in the US Library of Congress, and through World Bank country offices in the official language of the country. Based on this desk review, initial county questionnaires are filled in.

As a second step, the filled-in questionnaires are sent to legal experts in every country, using World Bank country offices, as well as law firms who provide information on labor law and pension law to the World Bank's Doing Business project. In total, 2,100 lawyers from private law firms and non-governmental organizations complete the questionnaire each year. These in-country lawyers look for gaps in the desk-review analysis, provide missing or newly-adopted laws, and comment on existing interpretations in the questionnaires.

As a third step, the World Bank's Women Business and the Law team compiles a full questionnaire taking into account the contributions of in-country lawyers. In this completion process, a number of conference

¹ The three questionnaires used by the WBL team can be downloaded from the WBL website. They cover family (<http://pubdocs.worldbank.org/en/358681576005481315/WBL-Family-Survey-2020.pdf>), labor (<http://pubdocs.worldbank.org/en/512981576005478930/WBL-Labor-Survey-2020.pdf>) and criminal law (<http://pubdocs.worldbank.org/en/812251576005483131/WBL-Violence-Against-Women-2020.pdf>) [Accessed: February 17th, 2020].

calls clarify outstanding issues. The contents of these calls are transcribed and serve as additional coding information.

The final coding step involves senior members of the Women Business and the Law team spot-checking the work of the legal analysts. These checks are recorded and presented to the manager of the team for final review.

	Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension
East Asia & Pacific	89.00 (16.27)	68.00 (34.25)	67.00 (21.31)	86.40 (20.59)	35.20 (32.29)	82.00 (11.46)	76.80 (27.50)	66.00 (25.90)
Europe & Central Asia	99.00 (5.00)	85.00 (22.82)	66.00 (31.36)	96.80 (7.48)	80.00 (16.33)	93.00 (11.46)	100.00 (0.00)	54.00 (23.58)
High-income OECD	100.00 (0.00)	97.66 (9.75)	89.84 (18.90)	95.00 (11.36)	90.00 (12.44)	95.31 (9.91)	98.75 (7.07)	90.63 (16.50)
Latin America & Caribbean	92.19 (13.38)	76.56 (30.41)	69.53 (20.80)	88.75 (14.31)	45.00 (26.88)	82.81 (13.38)	98.13 (5.92)	80.47 (20.80)
Middle East & North Africa	52.50 (37.96)	58.75 (39.96)	37.50 (27.51)	33.00 (26.97)	33.00 (25.36)	80.00 (10.26)	43.00 (13.42)	58.75 (28.42)
South Asia	90.63 (18.60)	84.38 (18.60)	46.88 (38.82)	70.00 (26.19)	30.00 (10.69)	71.88 (16.02)	55.00 (20.70)	50.00 (23.15)
Sub-Saharan Africa	82.29 (21.85)	76.04 (30.05)	62.50 (30.07)	67.50 (30.49)	44.58 (22.69)	72.40 (21.41)	73.33 (24.87)	80.21 (24.71)

Table A2: Average regional score in 2019 for each WBL indicator