

ANNEX¹

DATA ON WOMEN, BUSINESS, AND THE LAW
(Metrics Selected for Standstill or Ratchet Rules in Bold)

TABLE A: EDUCATION

<i>CPTPP COUNTRIES AND UNITED STATES</i>												
EDUCATION	Australia	Brunei	Canada	Chile	Japan	Malaysia	Mexico	New Zealand	Peru	Singapore	Vietnam	United States
Nondiscrimination (Building Credit):												
1. Does the law prohibit discrimination by creditors on the basis of gender in access to credit?	Yes	No	Yes	No	No	No	Yes	Yes	Yes	No	Yes	Yes
2. Does the law prohibit discrimination by creditors on the basis of marital status in access to credit?	Yes	No	Yes	No	No	No	Yes	Yes	No	No	No	Yes
Job Restrictions:												
3. Can non-pregnant and non-nursing women work the same night hours as men?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Can non-pregnant and non-nursing women do the same jobs as men?	Yes	Yes	Yes	No	No	No	Yes	Yes	Yes	Yes	No	Yes
5. Can non-pregnant and non-nursing women work in jobs deemed hazardous in the same way as men?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6. Can non-pregnant and non-nursing women work in jobs deemed morally or socially inappropriate in the same way as men?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
7. Can non-pregnant and non-nursing women work in jobs deemed arduous in the same way as men?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

¹ See WORLD BANK GROUP, WOMEN, BUSINESS AND THE LAW 2018 (2018), <https://wbl.worldbank.org/en/reports>. All data are from this data set, using “Get the data” tab for access to data from all reports. The United States was among the original 12 TPP signatories, but withdrew from the agreement in January 2017.

8. Can non-pregnant and non-nursing women work in mining in the same way as men?	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	No	Yes
9. Can non-pregnant and non-nursing women work in factories in the same way as men?	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
10. Can non-pregnant and non-nursing women work in construction in the same way as men?	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes
11. Can non-pregnant and non-nursing women work in the same occupations as men?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
12. Can non-pregnant and non-nursing women work in metalworking in the same way as men?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
13. Can non-pregnant and non-nursing women engage in jobs requiring lifting weights above threshold in the same way as men?	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
14. Can non-pregnant and non-nursing women do the same job-related tasks as men?	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes
Children:												
15. Does the government provide childcare services??	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
16. Is primary education free and compulsory?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Property:												
17. Do unmarried men and unmarried women have equal ownership rights to property?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
18. Do married men and married women have equal ownership rights to property?	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Inheritance:												
19. Do female and male surviving spouses have equal inheritance rights?	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
20. Do sons and daughters have	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes

equal inheritance rights?												
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TABLE B: BUSINESS CAPITAL

<i>CPTPP COUNTRIES AND UNITED STATES</i>												
BUSINESS CAPITAL	Australia	Brunei	Canada	Chile	Japan	Malaysia	Mexico	New Zealand	Peru	Singapore	Vietnam	United States
Marital Property:												
21. What is the default marital property regime? ²	Sep.	Sep.	Deferred community of property	Part	Sep.	Sep.	Other	Part	Part	Sep.	Part	Sep.
22. Who administers marital property?	Original Owner	Original Owner	Original Owner	Husband	Original Owner	Original Owner	Other	Both must agree	Both must agree	Original owner	Both must agree	Original owner
Spousal Protection:												
23. If the husband administers property, is spousal consent required for major transactions?	N/A	N/A	N/A	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
24. Are there special provisions governing the marital home?	No	No	Yes	No	No	No	No	No	No	No	No	No
25. Does the law provide for valuation of nonmonetary contributions?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

² “Part.” means Partial Community of Property. “Sep.” means Separation of Property

TABLE C: SOCIAL CAPITAL

<i>CPTPP COUNTRIES AND UNITED STATES</i>												
SOCIAL CAPITAL	Australia	Brunei	Canada	Chile	Japan	Malaysia	Mexico	New Zealand	Peru	Singapore	Vietnam	United States
Child and Early Marriage:												
26. What is the legal age of marriage for boys?	18	18	18	18	20	18	18	18	18	21	20	18
27. What is the legal age of marriage for girls?	18	18	18	18	20	..	18	18	18	21	18	18
28. Are there any exceptions to the legal age of marriage?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
29. Is marriage under the legal age void or avoidable?	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
30. Are there penalties for authorizing or knowingly entering into child or early marriage?	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes
Quotas:												
31. What percent of the national labor force does the female labor force represent?	46%	43%	47%	41%	43%	38%	36%	47%	45%	45%	48%	46%
32. What are the quotas for women on corporate boards?	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota
33. What are the quotas for women representatives in parliament?	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota
34. What are the quotas for women representatives in local government?	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota	No quota
35. What are the quotas for women representatives on candidate lists in national elections?	No quota	No quota	No quota	40%	No quota	No quota	50%	No quota	30%	No quota	35%	No quota
36. What are the quotas for women representatives on candidate lists in local elections?	No quota	No quota	No quota	No quota	No quota	No quota	50%	No quota	30%	No quota	35%	No quota

TABLE D: LEGAL PROTECTION

<i>CPTPP COUNTRIES AND UNITED STATES</i>												
LEGAL PROTECTION	Australia	Brunei	Canada	Chile	Japan	Malaysia	Mexico	New Zealand	Peru	Singapore	Vietnam	United States
Parental Benefits:³												
37. Does the law mandate paid or unpaid maternity leave?	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
38. Does the law mandate paid or unpaid paternity leave?	No	No	No	Yes	No	No	Yes	Yes	Yes	Yes	No	No
39. Does the law mandate paid or unpaid parental leave?	Yes	No	Yes	Yes	Yes	No	No	Yes	No	Yes	No	Yes
40. What is the length of paid maternity leave? (in days)	N/A	91	105	126	98	60	84	N/A	98	105	180	N/A
41. What is the length of paid paternity leave? (in days)	10	N/A	N/A	5	N/A	N/A	5	0	4	10	5	N/A
42. What is the length of paid parental leave?	126	N/A	245	84	309	N/A	N/A	126	N/A	7	N/A	0
43. Who pays maternity leave benefits?	N/A	Emp. and Gov.	Gov. 100%	Gov. 100%	Gov. 100%	Emp. 100%	Gov. 100%	N/A	Gov. 100%	Emp. and Gov.	Gov. 100%	N/A
44. Who pays paternity leave benefits?	Gov. 100%	N/A	N/A	Emp. 100%	N/A	N/A	Emp. 100%	N/A	Emp. 100%	Gov. 100%	Gov. 100%	N/A
45. Who pays parental leave benefits?	Gov. 100%	N/A	Gov. 100%	Gov. 100%	Gov. 100%	N/A	N/A	Gov. 100%	N/A	Gov. 100%	N/A	N/A
46. What percentage of wages is paid during maternity leave?	N/A	1	55%	100%	67%	100%	100%	N/A	100%	100%	100%	N/A
47. What percentage of wages is paid during paternity leave?	100%	N/A	N/A	100%	N/A	N/A	100%	N/A	100%	100%	100%	N/A
48. What percentage of wages is paid during parental leave?	100%	N/A	55%	100%	60%	N/A	N/A	79%	N/A	100%	N/A	N/A
49. What is the length of unpaid maternity leave?	N/A	14	14	0	0	0	0	N/A	0	0	N/A	N/A
50. What is the length of unpaid paternity leave?	0	N/A	N/A	0	N/A	N/A	0	14	0	0	N/A	N/A
51. What is the length of unpaid parental leave?	239	N/A	14	0	0	N/A	N/A	238	N/A	0	N/A	84
52. How many days of unpaid parental	0	N/A	0	N/A	N/A	N/A	N/A	0	N/A	N/A	N/A	0

³ “Gov. 100%” means Government 100%. “Emp. 100%” means Employer 100%. “Part.” means Partially

leave must be taken by the mother?												
53. How many days of unpaid parental leave must be taken by the father?	0	N/A	0	N/A	N/A	N/A	N/A	0	N/A	N/A	N/A	0
54. How many days of paid parental leave must be taken by the mother?	0	N/A	0	42	0	N/A	N/A	0	N/A	0	N/A	N/A
55. How many days of paid parental leave must be taken by the father?	0	N/A	0	0	0	N/A	N/A	0	N/A	0	N/A	N/A
Workplace Protections:												
56. Does the law mandate equal remuneration for work of equal value?	Yes	No	Yes	No	No	No	No	No	Yes	No	Yes	No
57. Does the law mandate nondiscrimination based on gender in hiring?	Yes	No	No	No	Yes	No	Yes	Yes	No	No	Yes	Yes
58. Is it prohibited for prospective employers to ask about family status?	Yes	No	Yes	No	No	No	No	No	No	No	No	No
59. Is dismissal of pregnant workers prohibited?	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes
60. Are mothers guaranteed an equivalent position after maternity leave?	Yes	No	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes	N/A
61. Are employers required to provide break time for nursing mothers?	No	No	No	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes
Domestic Violence:												
62. Do protection orders for domestic violence exist?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
63. Is there domestic violence legislation?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
64. Do protection orders provide for removal of the perpetrator from the home?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
65. If there is no legislation specifically protecting against domestic violence, are there aggravated penalties for crimes against a spouse or family member?	N/A	N/A	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
66. Are there clear criminal penalties for domestic violence?	Yes	No	Yes	No	No	Yes	Yes	No	Yes	No	Yes	Yes
67. Do protection orders cover	yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes

prohibition of contact and maintaining a distance from the survivor?												
68. Does domestic violence legislation cover physical violence?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
69. Is there a specialized court or procedure for cases of domestic violence?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
70. Does domestic violence legislation cover sexual violence?	Yes	No	No	No	No	Yes	Yes	Yes	Yes	No	Yes	Yes
71. Does domestic violence legislation cover emotional violence?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
72. Does domestic violence legislation cover economic violence?	Yes	No	No	No	No	No	Yes	Yes	No	No	Yes	No
73. Does domestic violence legislation protect former spouses?	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Sexual Harassment:												
74. Is there legislation on sexual harassment in employment?	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
75. Is there legislation on sexual harassment in education?	Yes	No	No	No	No	No	Yes	Yes	Yes	No	No	Yes
76. Is there legislation on sexual harassment in public places?	No	No	Yes	No	No	No	No	Yes	Yes	No	No	No
77. Are there civil remedies for sexual harassment in employment?	Yes	No	Yes	No	No	Yes	No	Yes	Yes	Yes	Yes	Yes
78. Are there criminal penalties for sexual harassment in employment?	No	No	Yes	No	No	No	Yes	No	No	No	No	No
Care:												
79. Do parents receive non-tax benefits (child allowance) for children under 6 years?	Yes	No	Yes	No	Yes	No	No	Yes	No	Yes	No	Yes
80. Must employers provide leave to care for sick relatives?	Yes	No	Yes	No	Yes	No	No	Yes	Yes	No	Yes	Yes
Taxes:												
81. Are payments for childcare tax deductible?	No	No	Yes	Yes	No	Yes	Yes	Yes	No	No	No	Yes

82. Are there specific tax deductions or credits that are only applicable to men?	No	Yes	No	No	No	Yes	No	No	No	No	No	No
83. Are there tax deductions or tax credits specific to women?	No	No	No	No	No	No	No	No	No	Yes	No	No