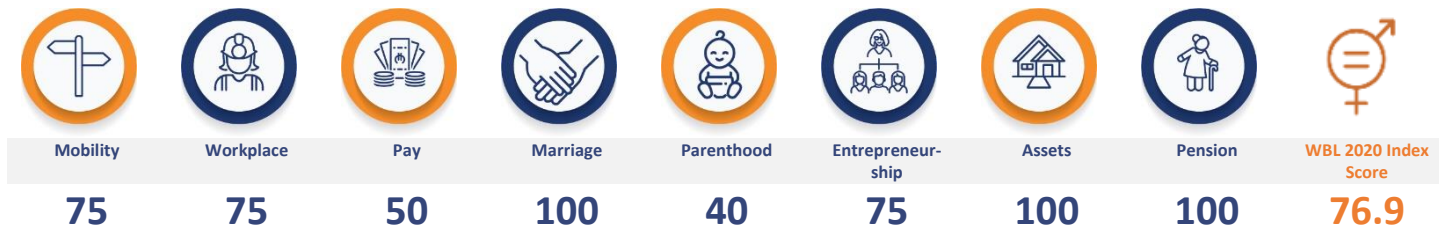


Barbados

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Bridgetown). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Barbados scores 76.9 out of 100**. The overall score for Barbados is lower than the regional average observed across Latin America & Caribbean (79.2).

Barbados - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints related to marriage, gender differences in property and inheritance, and laws affecting the size of a women’s pension, Barbados gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women’s decisions to work, laws affecting women’s pay, laws affecting women’s work after having children, and constraints on women’s starting and running a business, Barbados could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Barbados is on the indicator related to laws affecting women’s work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Barbados may wish to consider making paid leave of at least 14 weeks available to mothers, making paid leave available to fathers, and making paid parental leave available.

Recent Reforms (2018-2019)

Workplace: Barbados improved the protection of women at work by enacting legislation and civil remedies for sexual harassment.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Domicile Reform Act, Cap. 213, Art. 5
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	No	Passport application form; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	Yes	Employment Sexual Harassment (Prevention) Act, 2017
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Employment Sexual Harassment (Prevention) Act, 2017, Sec. 21(2)(a)
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: No restrictions could be located Construction: No restrictions could be located Factories: Safety and Health at Work Act 2005, Sec. 73 Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence (Protection Orders) Act; Domestic Violence (Protection Orders) (Amendment) Act 2016
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	No	Employment of Women (Maternity Leave) Act, Sec. 4
	Does the government pay 100% of maternity leave benefits?	Yes	National Insurance and Social Security Act, Secs. 15 and 21
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Employment of Women (Maternity Leave) Act, Sec. 6
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Married Woman's Act, Cap. 219, Arts. 14 and 15
	Can a woman register a business in the same way as a man?	Yes	Registration of Business Act, Sec. 5
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Property Act of 1980, Cap. 236, Secs. 186-187
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Succession Act of 1975, Secs. 49(3)-(6)
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Succession Act of 1975, Secs. 49(1)-(2)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law (Amendment) Act, Art. 8(b)
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law Act, Cap 214, Art. 57(3)(b)
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: National Insurance and Social Security Act, Schedule II Men: National Insurance and Social Security Act, Schedule II
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: National Insurance and Social Security Act (Voluntary Pensionable Age) Order, 2006, Sec. 2 Men: National Insurance and Social Security Act (Voluntary Pensionable Age) Order, 2006, Sec. 2
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	National Insurance and Social Security (Benefit) Regulations 1967, Sec. 57