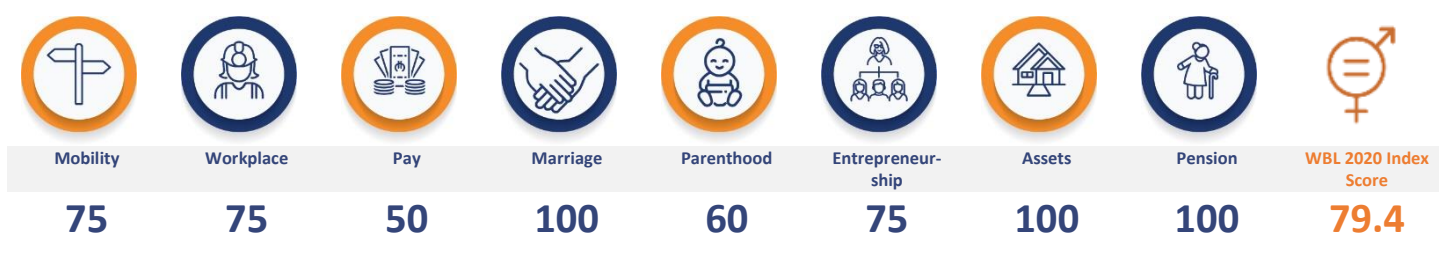


Belize

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 (Belize City). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Belize scores 79.4 out of 100**. The overall score for Belize is higher than the regional average observed across Latin America & Caribbean (79.2).

Belize - 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, Belize 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, Belize could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Belize is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Belize may wish to consider mandating equal remuneration for work of equal value, and allowing women to work in all the same industries as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	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 Regulations, 2013, Sec. 6(1) and Form 1; Passport application form
	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	Protection Against Sexual Harassment Act (Ch. 107), Sec. 3; Labour Act 2011, Secs. 42(1)(h) and (3), and 205(1)(c)
	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> Protection Against Sexual Harassment Act (Ch. 107), Sec. 16(2)(e), (3) and (4); Labour Act 2011, Secs. 42(1)(h) and (3), and 205(1)(c)
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: Labor Act, Secs. 2 and 161 Construction: Labor Code 196 Art. 161.a Factories: Labor Act, Secs. 2 and 161 Agriculture: No restrictions could be located Energy: Labor Act, Secs. 2 and 161 Water: Labor Act, Secs. 2 and 161 Transportation: Labor Act, Secs. 2 and 161 Other: No restrictions could be located
	Does the law prohibit discrimination in access to credit based on gender?	Yes	No applicable provisions could be located
Marriage	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 Act, 2007
	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
	Is paid leave of at least 14 weeks available to mothers?	Yes	Social Security (Benefit) Regulations, Sec. 11
Parenthood	Does the government pay 100% of maternity leave benefits?	Yes	Social Security (Benefit) Regulations, Secs. 5-6
	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	Labor (Amendment) Act 2011, Sec. 42
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Entrepreneurship	Can a woman sign a contract in the same way as a man?	Yes	Married Women's Property Act, Arts. 3 and 11
	Can a woman register a business in the same way as a man?	Yes	Business Names Act, Secs. 3 and 5
	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Married Women's Property Act, Arts. 3 and 4
Assets	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Estates Act, Art. 54
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Estates Act, Art. 54
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Law of Property Act of 1954, Art. 39
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Supreme Court of Judicature Act, Art. 148(A)(5)(b)
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Social Security Law, Art. 25(1) provided that (a) Men: Social Security Law, Art. 25(1) provided that (a)
Pension	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	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	Social Security (Benefit) Regulations 198, Sec. 61