

# Bolivia

*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 (La Paz). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Bolivia scores 82.5 out of 100**. The overall score for Bolivia is higher than the regional average observed across Latin America & Caribbean (79.2).

## Bolivia - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, constraints on women's starting and running a business, and gender differences in property and inheritance, Bolivia gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a women's pension, Bolivia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Bolivia is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Bolivia may wish to consider allowing women to work the same night hours as men, and allowing women to work in jobs deemed dangerous in the same way 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	Ley 603 de 19 de Noviembre de 2014, Código de las Familias y del Proceso Familiar, Art. 175(c)
	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?	Yes	Ley No. 370 de Migración, Art. 2; Passport applicaton 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	Ley 603, Código de Familias y del Proceso Familiar
	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	Ley Núm. 348, Arts. 84(Art. 312 quater); Decreto Supremo Núm. 2145, Art. 3(II)(c)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Ley Núm. 348, Arts. 84(Art. 312 quater) <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Constitución Política del Estado, Art. 48(V)
	Can women work the same night hours as men?	No	Ley General del Trabajo, Art. 60
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Ley General del Trabajo, Art. 59 Jobs deemed arduous: Ley General del Trabajo, Art. 59 Jobs deemed morally inappropriate: Ley General del Trabajo, Art. 59
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located 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	Ley N. 1674 Contra la Violencia en la Familia o Doméstica, Arts. 3 y 4; Ley N. 348 Ley Integral para garantizar a las mujeres una vida libre de violencia, Arts. 7(15) y 84(Art. 272 bis)
	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	Ley General del Trabajo, Art. 61
	Does the government pay 100% of maternity leave benefits?	Yes	Decreto Ley Núm. 13214, Arts. 28 y 31
	Is there paid paternity leave?	Yes	Decreto Supremo Núm. 1212, Art. Único
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Constitución Política del Estado, Art. 48(VI)
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	Yes	Ley No. 045 Contra el Racismo y Toda Forma de Discriminación, Arts. 5, 14(1)(b))
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	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	Ley 603 de 19 de Noviembre de 2014, Código de las Familias y del Proceso Familiar, Arts. 176, 185 y 191
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 1083, 1094 y 1095
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 1083 y 1102-1105
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Ley 603 de 19 de Noviembre de 2014, Código de las Familias y del Proceso Familiar, Arts. 191 y 192
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Ley 603 de 19 de Noviembre de 2014, Código de las Familias y del Proceso Familiar, Arts. 176-179
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Ley de Pensiones Núm. 65, Art. 8(c) Men: Ley de Pensiones Núm. 65, Art. 8(c)
	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: Ley General Del Trabajo, Art. 66 Men: Ley General Del Trabajo, Art. 66
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Ley Núm. 65, Art. 77