

Uruguay

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 (Montevideo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Uruguay scores 88.8 out of 100**. The overall score for Uruguay is higher than the regional average observed across Latin America & Caribbean (79.2).

Uruguay - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, gender differences in property and inheritance, and laws affecting the size of a women’s pension, Uruguay gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women’s pay, constraints related to marriage, laws affecting women’s work after having children, and constraints on women’s starting and running a business, Uruguay could consider reforms to improve legal equality for women.

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

Recent Reforms (2018-2019)

Pay: Uruguay introduced new legislation that mandates equal remuneration for men and women who perform work of equal value.

	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?	Yes	Decreto 129 de 2014, Arts. 6 and 13; 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?	Yes	Ley Núm. 16.045, Art. 1
	Is there legislation on sexual harassment in employment?	Yes	Ley N. 18.561, Art. 1; Ley N. 19.580, Art. 6(i)
	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> Ley No. 18.561, Art. 11
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Ley Núm. 19580, Art. 23
	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: Ley Núm. 5.032, Art. 4 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 No.17.514 de Violencia Doméstica del 2 Julio del 2002
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	No	Código Civil, Art. 112
	Is paid leave of at least 14 weeks available to mothers?	Yes	Ley Núm. 19.161, Art. 2
	Does the government pay 100% of maternity leave benefits?	Yes	Ley Núm. 15.84, Arts. 12 y 15
	Is there paid paternity leave?	Yes	Ley Núm. 19.161, Arts. 7 y 8; Ley Núm. 18.345, Art. 5
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Ley Núm. 11.577, Art. 17
	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	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	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	Ley No.10.783 Capacidad Civil de la Mujer, Arts. 1 y 2
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 1025 y 1026
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 1025 y 1026
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código Civil, Arts. 1970-1972
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 1938, 1941, 1948, 1950-1955 y 2010
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Ley Núm. 16.713, Art. 67 Men: Ley Núm. 16.713, Art. 67
	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	Ley Núm. 18.395, Art. 14; Ley Núm. 19.161, Arts. 6 y 17