

Guyana

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 (Georgetown). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Guyana scores 86.9 out of 100**. The overall score for Guyana is higher than the regional average observed across Latin America and the Caribbean (80.4). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

Guyana - Scores for Women, Business and the Law 2022



Relative Strengths

When it comes to laws affecting women's decisions to work, laws affecting women's pay, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Guyana gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, constraints related to marriage, and laws affecting women's work after having children, Guyana could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Guyana is on the indicator measuring laws affecting women's work after having children (the WBL2022 Parenthood indicator). To improve on the Parenthood indicator, Guyana 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

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Guyana are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/guyana/2022>



	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 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?	Yes	Prevention of Discrimination Act, Secs. 4 and 5
	Is there legislation on sexual harassment in employment?	Yes	Prevention of Discrimination Act, Sec. 8
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Prevention of Discrimination Act, Secs. 25 and 30 <i>Civil:</i> Prevention of Discrimination Act, Sec. 26
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Prevention of Discrimination Act, Sec. 9
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	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 Act
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Matrimonial Causes Act, Arts. 9, 17, and 18
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Matrimonial Causes Act, Art. 25
	Is paid leave of at least 14 weeks available to mothers?	No	National Insurance and Social Security (Benefit) Regulations, Sec. 29; Termination of Employment and Severance Pay Act, Sec. 4
	Does the government pay 100% of maternity leave benefits?	Yes	National Insurance and Social Security (Benefit) Regulations, Sec. 29
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Termination of Employment and Severance Pay Act, Sec. 8
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Prevention of Discrimination Act, Art. 15
	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	Married Persons (Property) Act, Arts. 5 and 12
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Law Act, Art. 5
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Law Act, Art. 5(b)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Married Persons (Property) Act, Arts. 5 and 9
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Married Persons (Property) Act, as amended by Act 20 of 1990, Art. 15(9)
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: National Insurance and Social Security (Benefit) Regulations, Sec. 3. Men: National Insurance and Social Security (Benefit) Regulations, Sec. 3
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	National Insurance and Social Security Act, Sec. 4(1)