

Uruguay

Women, Business and the Law 2023 (WBL2023) 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 (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 and the Caribbean (80.9). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

Uruguay - Scores for Women, Business and the Law 2023



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 woman'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 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 measuring laws affecting women's pay (the WBL2023 Pay indicator). To improve on the Pay indicator, Uruguay may wish to consider allowing women to work in an industrial job in the same way as men.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Uruguay are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/uruguay/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Arts. 33 y 129
	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 y 13; Procedimientos de solicitud de pasaporte
	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 Núm. 18.561 Acoso Sexual, Art. 1; Ley Núm. 19.580 Integral de Violencia Basada en Género y Hacia las Mujeres, 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 Núm. 18.561 Acoso Sexual, Art. 11
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Ley Núm. 19.580, Art. 23
	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
Marriage	Can a woman work in an industrial job in the same way as a man?	No	Ley Núm. 5.032 of 1914, Art. 4
	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Art. 129
	Can a woman be head of household in the same way as a man?	Yes	Código Civil, Arts. 127 y 129
	Is there legislation specifically addressing domestic violence?	Yes	Ley Núm. 17.514 de Violencia Doméstica; Ley Núm. 19.580 Integral de Violencia Basada en Género y Hacia las Mujeres, Art. 6(o)
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Arts. 186 y 187
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. 19.161, Art. 19; Ley Núm. 15.084, Arts. 12 y 15
	Is paid leave available to fathers?	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
Entrepreneurship	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	Ley Núm. 10.783 capacidad civil de la mujer, Arts. 1 y 2
	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 Núm. 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
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 1938, 1941, 1948, 1950-1955 y 2010
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Ley Núm. 16.713, Art. 67
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Ley Núm. 18.395, Art. 14; Ley Núm. 19.161, Arts. 6 y 17