



Ecuador

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
82.5	63.3	66.3

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Ecuador, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Quito). The scores for Ecuador are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	100.0	100.0	100.0	50.0	50.0	50.0	100.0	100.0
Supportive frameworks score	75.0	66.7	100.0	50.0	100.0	66.7	25.0	66.7	33.3	50.0
Expert opinions score	25.0	100.0	25.0	25.0	100.0	100.0	25.0	62.5	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Ecuador (82.5 out of 100.0) is higher than the global average (64.2) and higher than the Latin America & Caribbean regional average (69.1). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Ecuador obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ecuador is on the indicator measuring laws affecting women's work after having children. To improve on the Parenthood indicator, Ecuador may wish to consider providing paid leave of at least 14 weeks available to mothers and making the government administer 100% of maternity leave benefits.

The **WBL 2.0 supportive frameworks score** for Ecuador (63.3 out of 100.0) is higher than the global average (39.5) and higher than the Latin America & Caribbean regional average (38.6). When it comes to supportive frameworks affecting women's decisions to work and supportive frameworks related to marriage, Ecuador obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ecuador is on the indicator measuring supportive frameworks affecting

childcare. To improve on the Childcare indicator, Ecuador may wish to consider establishing a clearly outlined application procedure to request financial support from the government for childcare services by parents, establishing a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers and publishing reports on quality of childcare services at least within every 3 years.

The **WBL 2.0 expert opinions score** for Ecuador (66.3 out of 100.0) is higher than the global average (65.7) and higher than the Latin America & Caribbean regional average (61.8). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on women's property and inheritance and expert opinions on women's pensions, Ecuador obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ecuador is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Ley Orgánica Integral para la Prevención y Erradicación de la Violencia de Género contra las Mujeres, Arts. 10(a)(b)(c)(d), 12(1), 45 y 51; Código Orgánico Integral Penal, Arts. 155-159 y Título V, Capítulo Tercero
Is there legislation on femicide?	Yes	Código Orgánico Integral Penal, Art. 141
Is there comprehensive legislation on sexual harassment?	Yes	Código Orgánico Integral Penal, Arts. 11(2), 77, 78 y 166; Ordenanza Municipal del Distrito Metropolitano de Quito No. 235, Arts. 4(2)(d) y 5; Ley Orgánica Integral para la Prevención y Erradicación de la Violencia de Género contra las Mujeres, Art. 10(b)
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Ley orgánica de movilidad humana, Art. 151
Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Arts. 57 y 137
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Constitución de la República del Ecuador, Art. 7 y 8; Ley Orgánica de Movilidad Humana, Arts. 73 y 75
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	Código del Trabajo, Art. 42.1 ; Ley para Impulsar la Economía Violeta, Art. 5(10)
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Ley para Impulsar la Economía Violeta, Art. 5(10);Código del Trabajo, Art. 42.1
Does the law allow employees to request flexible work?	Yes	Código del Trabajo, Art. 16
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Código del Trabajo, Art. 79
Can a woman work at night 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
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 be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Art. 136



Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Arts. 110 y 113
Does a woman have the same rights to remarry as a man?	Yes	Código Civil, Art. 106
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	No	Código del Trabajo, Art. 152(1)
Are leave benefits for mothers paid solely by the government?	No	Código de Trabajo, Art. 152; Estatuto Codificado del IESS, Art. 97
Is there paid leave available to fathers?	Yes	Código de Trabajo, Art. 152
Is dismissal of pregnant workers prohibited?	Yes	Código de Trabajo, Art. 153
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Reglamento General a la Ley Orgánica de Educación Intercultural, Art. 27 y 39; Acuerdo Interministerial 0015-14 de 2014, Art. 4; Acuerdo Interministerial 01-16 de 2014, Art. 13.4; Código del Trabajo No. 17 of 2005, Art. 155; Ley Organica del Derecho al Cuidado Humano, Art. 27
Does the law establish any form of support to families for childcare services?	Yes	Reglamento de la Ley Organica de Educación Intercultural, Art. 134; Acuerdo Interministerial 0015-14 de 2014, Art. 7; Ley de Régimen Tributario Interno, Art. 16; Reglamento para Aplicación Ley de Régimen Tributario Interno, Art. 34
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Código Civil, Arts. 1461 y 1462
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	Yes	Ley Orgánica para Impulsar la Economía Violeta, Art. 28
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Código Civil, Arts. 180 y 181
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 1023, 1028 y 1029
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 1023 y 1030
Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 153, 157-159 y 191-198
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Ley de Seguridad Social, Art. 185 y 201
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Ley de Seguridad Social, Arts. 185 y 201
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Ley de Seguridad Social, Arts. 187

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		

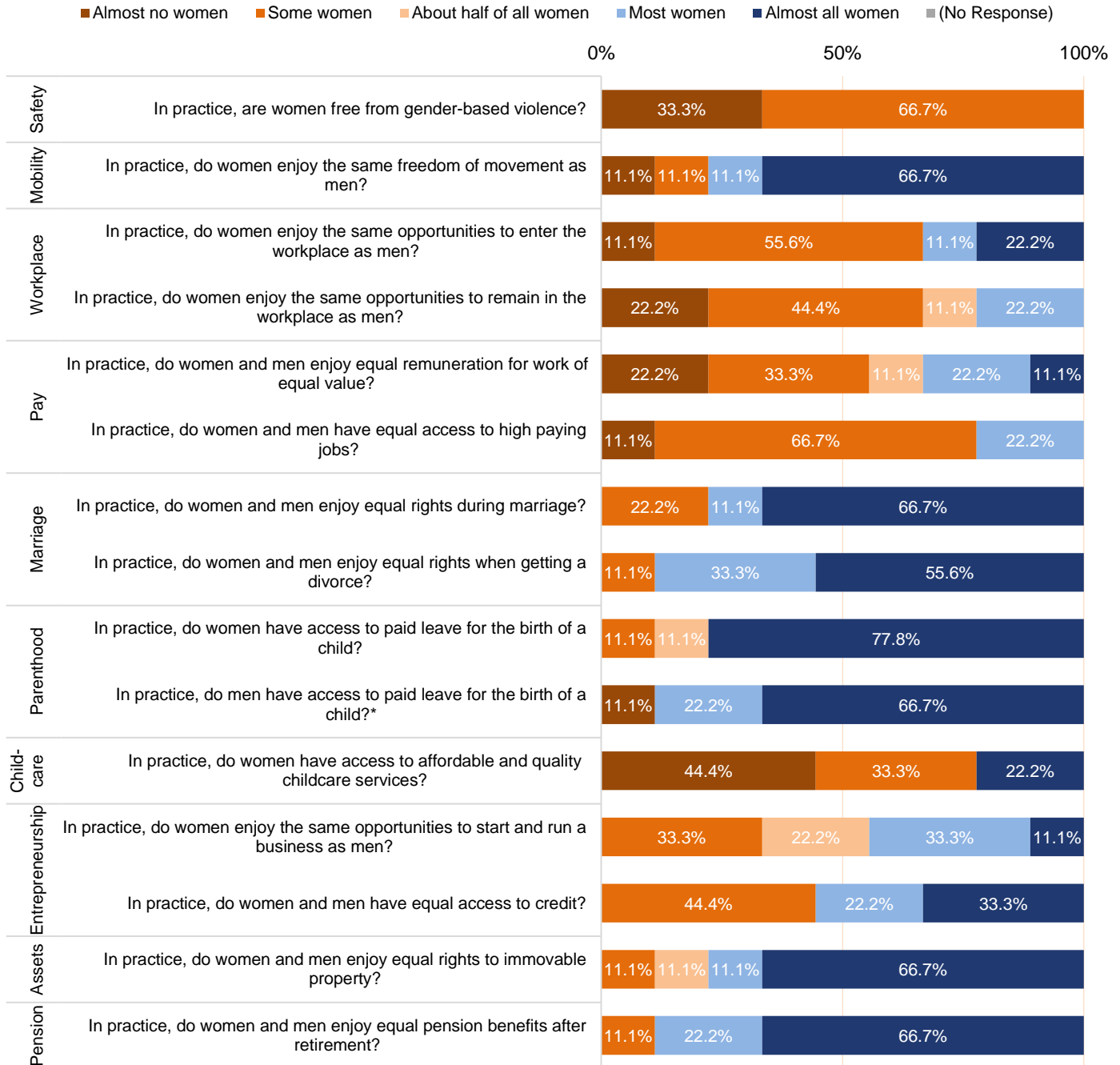
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Plan Nacional para la Prevención y Erradicación de la Violencia contra las Mujeres; Protocolo de Prevención y Atención de casos de discriminación, acoso laboral y toda forma de violencia contra la mujer en los espacios de trabajo; Estrategia de la Ruta de Transporte Seguro 'Cero Acoso'; Casa de la Mujer; Salas de primera acogida
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Ministerio de la Mujer y Derechos Humanos; Secretaría de Derechos Humanos; Consejo Nacional para la Igualdad de Género
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Budget allocated for the Consejo Nacional para la Igualdad de Género
Mobility		
Are passport application processes the same for women and men?	Yes	Procedimiento de solicitud de pasaportes
Are the application processes for official identity documents the same for women and men?	Yes	Procedimiento de solicitud de emisión de cédula de identidad para ecuatorianos
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Acuerdo Ministerial No. MDT-2017-0082
Has the government published guidelines on flexible work arrangements?	Yes	Acuerdo Ministerial No. MDT-2022-237
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Acuerdo Ministerial No. MDT- 2020 – 244, Art.8
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Consejo Nacional para la Igualdad de Género: Mujeres y Hombres del Ecuador en Cifras IV. Serie información estratégica de género
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Ley Notarial, Art. 22; Código Orgánico General de Procesos, Arts. 332(3) y 332(4)
Are there specialized family courts?	Yes	Código Orgánico de la Función Judicial, Art. 189
Is legal aid available for family law disputes?	Yes	Consultorios Jurídicos Gratuitos de la Defensoría Pública
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Estatutos del IESS, Art, 97
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	Yes	Consejo Nacional para la Igualdad de Género: Mujeres y Hombres del Ecuador en Cifras IV. Serie información estratégica de género
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Sitio Oficial del Gobierno del Ecuador
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		



Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Programa Impulso Violeta Ec; BanEcuador, Credito 1x30
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	Estrategia Nacional de Inclusión Financiera (2020–2024)
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Código Civil, Arts. 180 y 181
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Ley de Seguridad Social, Art. 22 (2)



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.