

Trinidad and Tobago

WBL 2.0 legal frameworks score

65.0

WBL 2.0 supportive frameworks score

45.0











WBL 2.0 expert opinions score

59.4

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 Trinidad and Tobago, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Port of Spain). The scores for Trinidad and Tobago are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	50.0	75.0	50.0	75.0	75.0	25.0	50.0	50.0	100.0	100.0
WBL 2.0 Supportive frameworks score	50.0	33.3	66.7	50.0	100.0	33.3	0.0	33.3	33.3	50.0
WBL 2.0 Expert opinions score	12.5	75.0	50.0	25.0	81.3	50.0	25.0	100.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Trinidad and Tobago (65.0 out of 100.0) is higher than the global average (64.2) and lower than the Latin America & Caribbean regional average (69.1). When it comes to laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Trinidad and Tobago obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Trinidad and Tobago is on the indicator measuring laws affecting women's work after having children. To improve on the Parenthood indicator, Trinidad and Tobago may wish to consider making the government administer 100% of maternity leave benefits, providing paid leave available to fathers and prohibiting the dismissal of pregnant workers.

The **WBL 2.0 supportive frameworks score** for Trinidad and Tobago (45.0 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 related to marriage, Trinidad and Tobago obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Trinidad and Tobago is on the indicator measuring supportive frameworks affecting childcare. To improve on the Childcare indicator, Trinidad and Tobago may wish to consider establishing a publicly available registry or database of childcare providers, 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 Trinidad and Tobago (59.4 out of 100.0) is lower than the global average (65.7) and lower than the Latin America & Caribbean regional average (61.8). When it comes to expert opinions on women starting and running a business and expert opinions on women's property and inheritance, Trinidad and Tobago obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Trinidad and Tobago 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	Domestic Violence Act, Secs. 3, 25 and Part II; Domestic Violence (Amendment) Act 2020, Secs. 3-10 and 24; Sexual Offences Act, Sec. 4(5-6)
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	Yes	Miscellaneous Provisions (Marriage) Act, 2017, Art. 3(e)(l)(m)
Mobility		
Can a woman travel internationally in the same way as a man?	No	No restrictions could be located
Can a woman choose where to live in the same way as a man?	Yes	Family Law (Guardianship of Minors, Domicile and Maintenance) Act, Art. 37
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	Constitution of Trinidad and Tobago, Secs. 17(2) and 17(3); Immigration Act, Sec. (6)(1)(c)
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	Equal Opportunity Act 2000, Secs. 3-4 and 8
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
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	No applicable provisions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	No	Matrimonial Proceedings and Property Act, Art. 7
Does a woman have the same rights to remarry as a man?	Yes	Matrimonial Proceedings and Property Act, Arts. 12 and 17(5)
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Maternity Protection Act, Secs. 4, 7(1) and 9(1)
Are leave benefits for mothers paid solely by the government?	No	Maternity Protection Act, Sec. 9; National Insurance Act, Sec. 46(b)
Is there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Children's Community Residences, Foster Care and Nurseries Act of 2008, Part V, Sec. 42
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	Yes	Income Tax Act, Secs. 11(ba) and 67(7)
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	Married Persons Act, Art. 3; Registration of Business Names Act, Arts. 5-7; Companies Act, Arts. 8-11
Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Opportunity Act, Art. 17(2)(C)
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
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	Married Persons Act, Arts. 3 and 5; Real Property Act, Sec. 77
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Succession Act, Art. 88(1)(a)
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Succession Act, Art. 88(1)(a)
Does the law provide for the valuation of nonmonetary contributions?	Yes	Matrimonial Proceedings and Property Act, Art. 27(f)
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	National Insurance Act, Secs. 2 and 46
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	National Insurance Act, Secs. 2, 46(e) and 46(f)
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	National Insurance (Contribution) Regulations, Sec. 14

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	Yes	Equal Opportunity Commission Complaint Procedure; Trinidad and Tobago Police Service Cyber and Social Media Unit

Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Office of the Prime Minister (Gender and Child Affairs)
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for women and men?	No	Passport application form; Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
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	Equal Opportunity Commission: Guidelines for Employers in Trinidad and Tobago
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Equal Opportunity Act, Arts. 26 and 27 (d)
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	Central Statistical Office: Persons with jobs by industrial group, sex, and monthly income group
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	The Family and Children Division Act, Sec. 4(1) and (2)
Are there specialized family courts?	Yes	The Family and Children Division Act, Sec. 4(1) and (2)
Is legal aid available for family law disputes?	Yes	Legal Aid and Advisory Authority
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	National Insurance Board of Trinidad and Tobago: Application Form NI12 Maternity Benefit Claims Form
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?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
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	SheTrades initiative
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		



Are there mechanisms or incentives to encourage women to register immovable property? Yes Matrimonial Proceedings and Property Act, Sec. 55

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

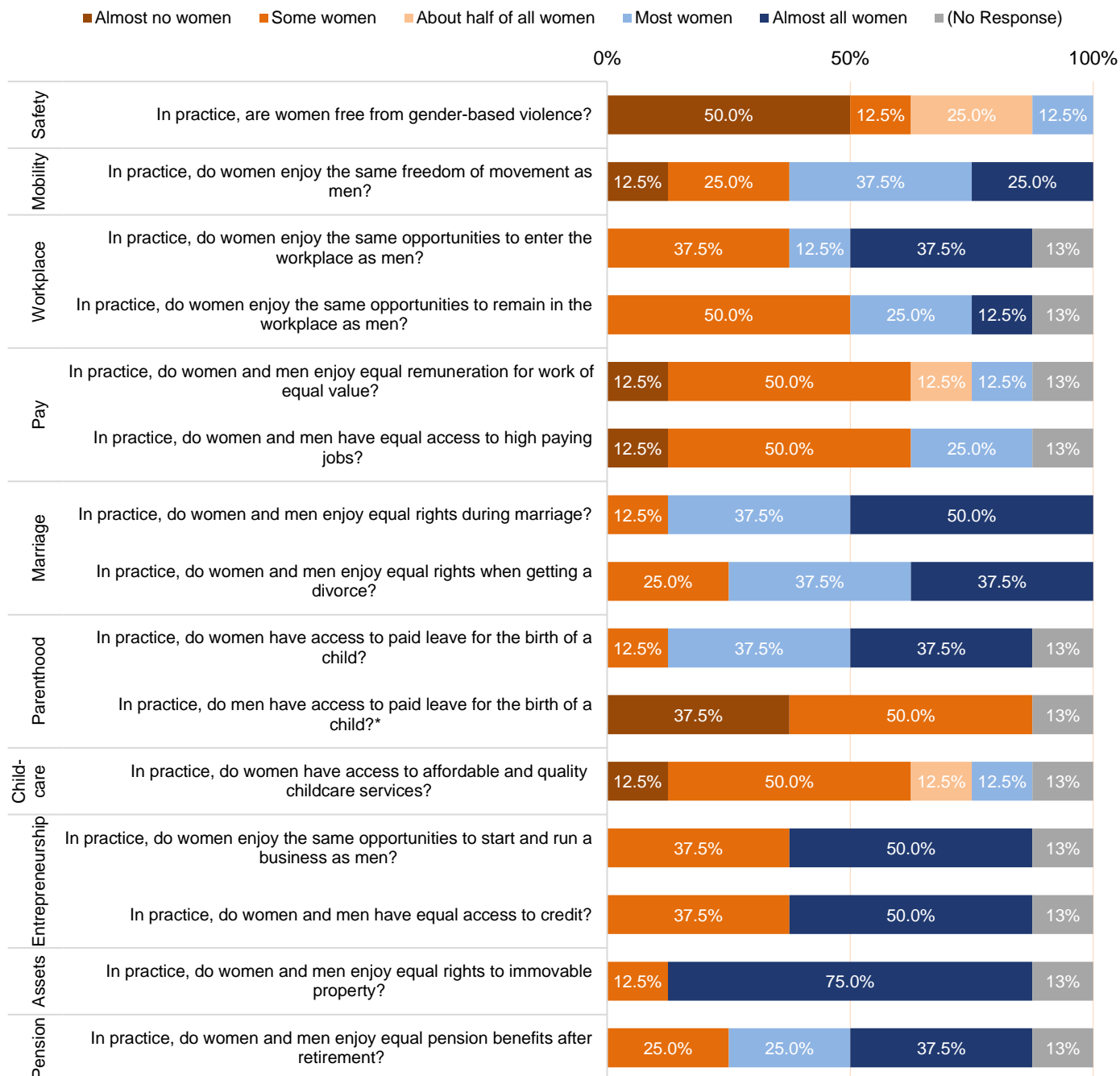
Pension

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 National Appeals Regulation, Sec. 3



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.