










Uruguay

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
80.0	55.8	83.8

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 Uruguay, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Montevideo). The scores for Uruguay 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	75.0	75.0	75.0	100.0	50.0	50.0	100.0	100.0
Supportive frameworks score	100.0	66.7	33.3	50.0	100.0	66.7	25.0	33.3	33.3	50.0
Expert opinions score	25.0	100.0	87.5	62.5	100.0	100.0	75.0	87.5	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Uruguay (80.0 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 work after having children, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, Uruguay obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Uruguay is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Uruguay may wish to consider putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Uruguay (55.8 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 safety and supportive frameworks related to marriage, Uruguay obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Uruguay is on the indicator measuring supportive frameworks affecting childcare.

To improve on the Childcare indicator, Uruguay 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 Uruguay (83.8 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, Uruguay obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Uruguay 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 Núm. 17.514 de Violencia Doméstica, Art. 3(a)(b)(c)(d) y Cap. IV; Ley Núm. 19580 de Violencia Hacia las Mujeres Basada en Género, Arts. 6(a)(b)(c)(e)(o) y 67; Código Penal, Arts. 272, 279 y 321 bis
Is there legislation on femicide?	Yes	Código Penal, Art. 312.8
Is there comprehensive legislation on sexual harassment?	Yes	Ley Núm. 18.561 Acoso Sexual, Arts. 1, 11 y 13; Ley Núm. 19.580 Integral de Violencia Basada en Género y Hacia las Mujeres, Art. 6(i)(j)(k)
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	Decreto 129 de 2014, Arts. 6 y 13
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Constitución de la Republica Oriental del Uruguay, Arts. 74 y 75; Ley de la Nacionalidad Uruguayana, Arts. 1-2
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
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?	Yes	Decreto No. 86/022, Arts. 1 y 3
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Ley Núm. 19.580, Art. 23 ; Ley Núm. 16.045, Art. 2
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?	No	Ley Núm. 5.032, Art. 4
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	Código Civil, Arts. 127 y 129
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Art. 129
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Arts. 186 y 187
Does a woman have the same rights to remarry as a man?	No	Código Civil, Art. 112

Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Ley Núm. 19.161, Art. 2
Are leave benefits for mothers paid solely by the government?	Yes	Ley Núm. 19.161, Art. 19
Is there paid leave available to fathers?	Yes	Ley Núm. 19.161, Arts. 7 y 8; Ley Núm. 18.345, Art. 5
Is dismissal of pregnant workers prohibited?	Yes	Ley Núm. 11.577, Art. 16 y17 ; Art. Ley Núm. 16.045, Art. 2
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Ley General de Educación No. 18437, Arts. 22, 38, 96, 97 y 102; Sitio Oficial del Instituto del Niño y el Adolescente del Uruguay; Decreto N° 268/014, Art. 1
Does the law establish any form of support to families for childcare services?	Yes	Sitio Web Oficial del Gobierno del Uruguay; Register of Institutions interested in Providing Childcare Services Through Becas de Inclusión Socio-Educativas, Sec. 1
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	Ley Núm. 10.783 capacidad civil de la mujer, Arts. 1 y 2
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?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Aprobación de Rendición de Cuentas y Balance de Ejecución Presupuestal Ejercicio 2007, Arts. 43 and 44 (Section D); Producción Familiar Agropecuaria y Pesca Artesanal, Arts. 2, 3 (Para. 2), 5 (Para. 3); Ley de Promoción del Desarrollo con Equidad de Género, Arts. 1-3
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Código Civil, Arts. 487, 1970-1972; 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 male and female surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 1025 y 1026
Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 1938, 1941, 1948, 1950-1955 y 2010
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Ley Núm. 20.130, Art. 35
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
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 Núm. 20.130, Art. 43

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Guía de Procedimiento para el Abordaje del Acoso Sexual en el Trabajo; Montevideo libre de acoso; Servicio de atención a mujeres en situación de violencia basada en género (nacional); COMUNA Mujer (Montevideo); Servicio 365 (Montevideo)

Are there special procedures for cases of sexual harassment?	Yes	Ley Núm. 18.561 Acoso Sexual, Arts. 7-9; Procedimiento previsto en el Protocolo de Regulación de la Atención y Prevención del Acoso Sexual en la Administración Nacional de Educación Pública
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Consejo Nacional Consultivo por una Vida Libre de Violencia de Género hacia las Mujeres
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Ley 19.924. Presupuesto Nacional para el período de Gobierno 2020-2024; Presupuesto otorgado al MIDES
Mobility		
Are passport application processes the same for women and men?	Yes	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?	No	Insufficient evidence located
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	Ley Núm. 19.580, Art. 23
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	Estadísticas de Género 2020
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Centros de Mediación del Poder Judicial
Are there specialized family courts?	Yes	Ley Organica de la Juricatura y de Organización de los Tribunales, Art. 51
Is legal aid available for family law disputes?	Yes	Defensoría de Oficio de Familia y Menores Montevideo
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Ley Núm. 19.161, Art. 19
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	Encuesta del Uso del Tiempo y Trabajo No Remunerado
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Sitio Oficial del Gobierno del Uruguay - Instituto del Niño y Adolescente del Uruguay
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?	Yes	Monitor Mipymes, Agencia Nacional de Desarrollo



Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment? No Insufficient evidence located

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 Ley Instituto Nacional de Colonización, Creación, Colonización de Tierras, Arts. 1 and 7 (Paragraph 3, Section D)

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

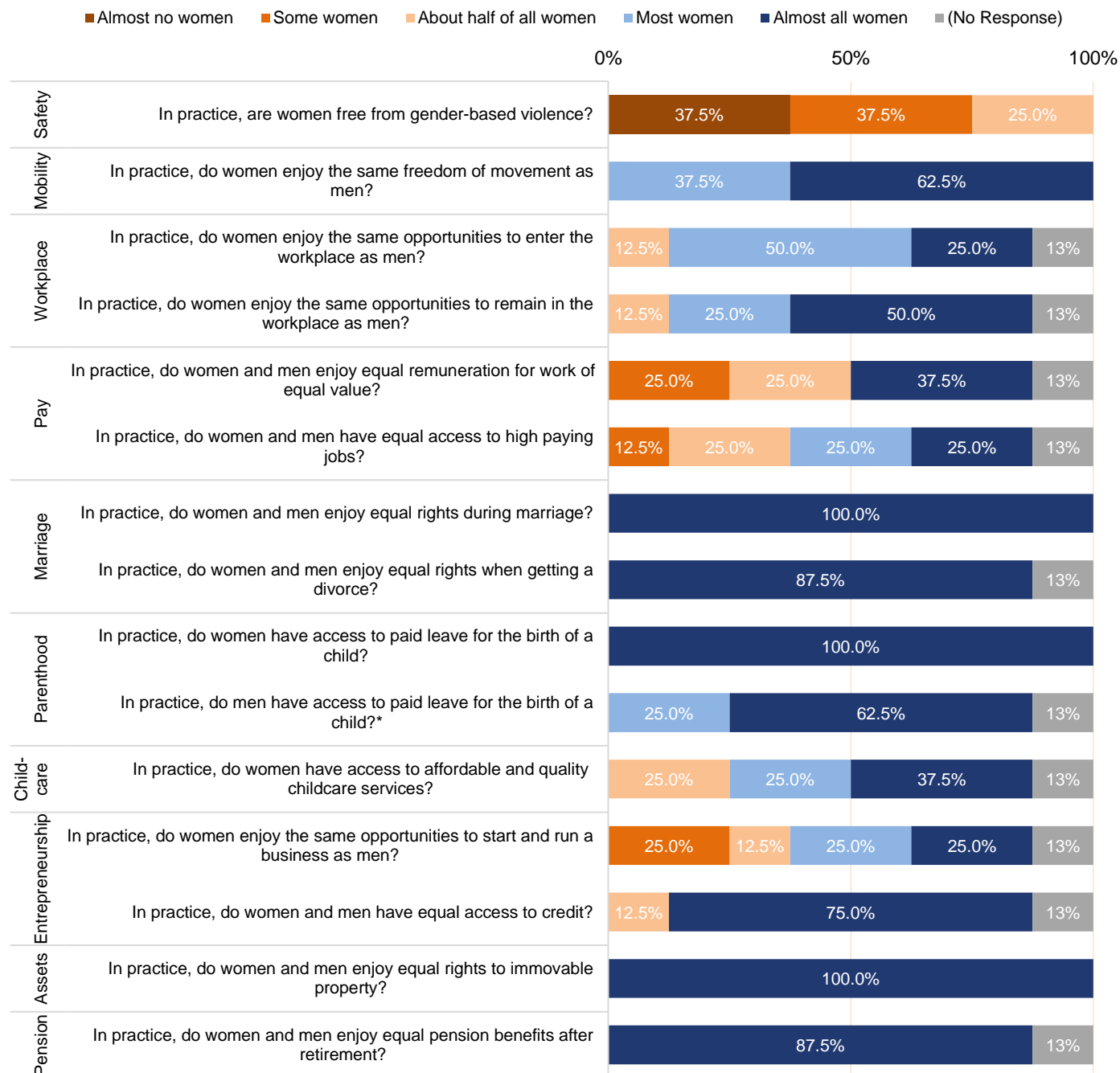
Pension

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 Constitución de la República, Art. 317



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.