











# Venezuela, RB

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>70.0</b>	<b>24.2</b>	<b>60.0</b>

*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 the Bolivarian Republic of Venezuela, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Caracas). The scores for the Bolivarian Republic of Venezuela 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	50.0	75.0	100.0	100.0	25.0	25.0	100.0	50.0
Supportive frameworks score	25.0	66.7	0.0	0.0	66.7	33.3	0.0	0.0	0.0	50.0
Expert opinions score	25.0	100.0	50.0	37.5	87.5	50.0	25.0	75.0	75.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for the Bolivarian Republic of Venezuela (70.0 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, constraints related to marriage, laws affecting women’s work after having children and laws affecting women’s property and inheritance, the Bolivarian Republic of Venezuela obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for the Bolivarian Republic of Venezuela is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, the Bolivarian Republic of Venezuela may wish to consider introducing legislation on any form of support to families for childcare services, 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 the Bolivarian Republic of Venezuela (24.2 out of 100.0) is lower than the global average (39.5) and lower than the Latin America & Caribbean regional average (38.6). The Bolivarian Republic of Venezuela does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for the Bolivarian Republic of Venezuela is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, the Bolivarian Republic of Venezuela may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for the Bolivarian Republic of Venezuela (60.0 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 freedom of movement, the Bolivarian Republic of Venezuela obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for the Bolivarian Republic of Venezuela is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Ley Orgánica sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Arts. 15(1, 4-7, 12), 39, 42, 43, 50 y 87-92; Ley de Reforma Parcial a la Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Arts. 11, 23, 26, 33, 40 y 61
Is there legislation on femicide?	Yes	Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Art. 73
Is there comprehensive legislation on sexual harassment?	Yes	Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Arts. 15(10), 48 y 63; Ley Orgánica de Reforma a la Ley Orgánica sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Arts. 11(19(18)), 44(68) y 54; Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Art. 165
Is there legislation on child marriage?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Decreto Núm. 1412 ley orgánica de identificación, Art. 29
Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Arts. 140 y 140A
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 Bolivariana de Venezuela, Arts. 32 y 33; Ley de nacionalidad y ciudadanía, Arts. 9 y 21
<b>Workplace</b>		
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 Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Arts. 18(7), 20 y 21; Ley Orgánica sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Arts. 19(11) y 63
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
<b>Pay</b>		
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
<b>Marriage</b>		
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. 137
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Arts. 185, 185A y 191
Does a woman have the same rights to remarry as a man?	Yes	Sentencia Núm. 953 de Tribunal Supremo de Justicia; Código Civil, Arts. 57 y 186
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Art. 336
Are leave benefits for mothers paid solely by the government?	Yes	Ley del Seguro Social, Art. 11; Reglamento General de La Ley del Seguro Social, Art. 141
Is there paid leave available to fathers?	Yes	Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Art. 339; Ley de Reforma Parcial de la Ley para la Protección de las Familias, La Maternidad Art. 9
Is dismissal of pregnant workers prohibited?	Yes	Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Art. 335
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Ley Orgánica de Educación de 2009, Arts. 2, 6 y 25; Constitución de la República Bolivariana de Venezuela, Art. 103; Resolución 01 de 2005 - Normas para la Autorización de Funcionamiento de los Centros de Educación Inicial, Art. 1-3 y 15; Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Arts. 343, 344 y 161
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?	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
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
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?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Código Civil, Arts. 154, 155 y 168; Constitución de la República Bolivariana de Venezuela, Art. 307
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Art. 822
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 823 y 825
Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 148-153
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	No	Ley del Seguro Social, Art. 27
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?	No	No applicable provisions could be located

## WBL 2.0 supportive frameworks data

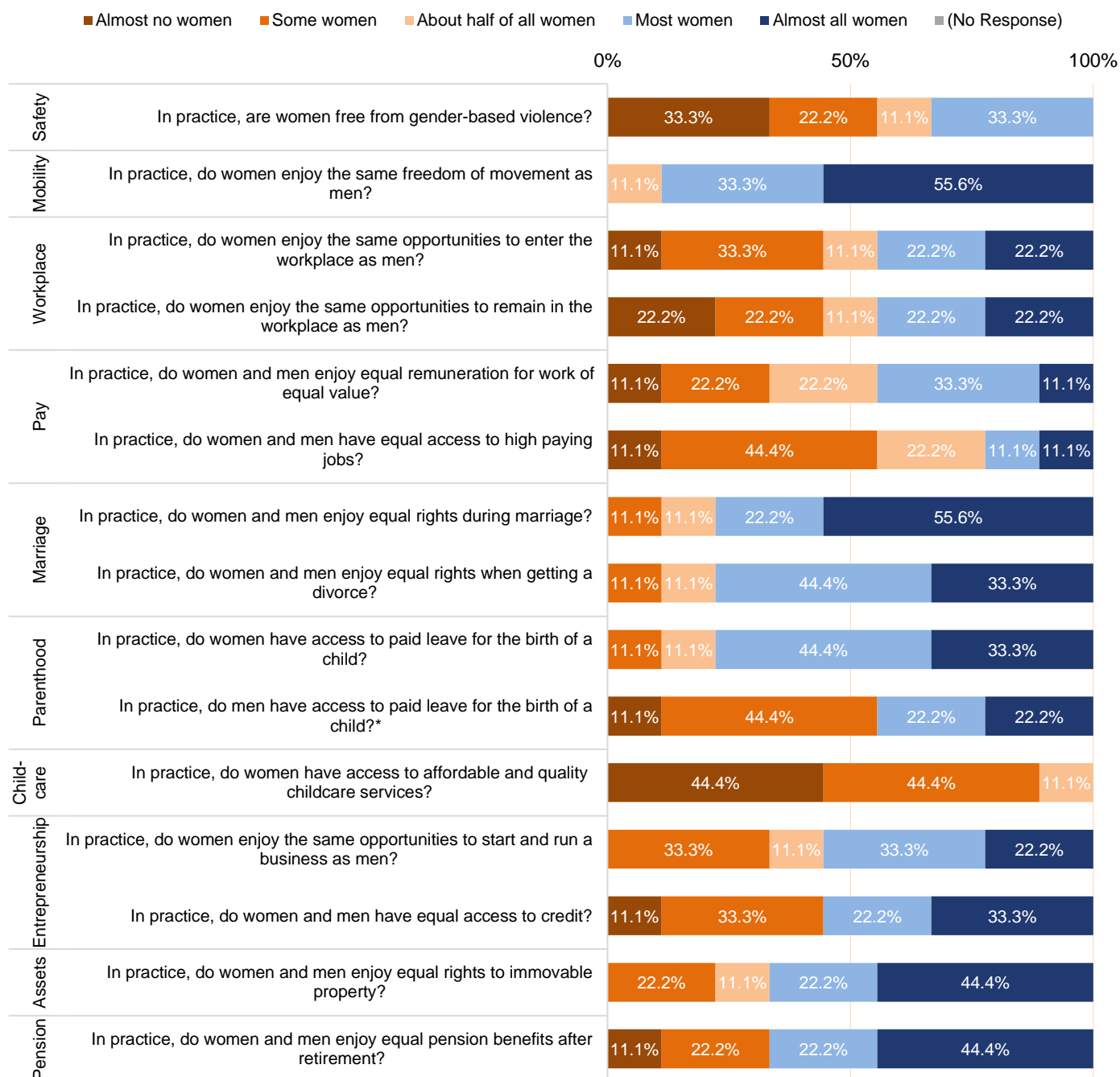
QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Presupuesto público asignado al Ministerio del Poder Popular para la Mujer y la Igualdad de Género
<b>Mobility</b>		
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
<b>Workplace</b>		
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?	No	Insufficient evidence located
<b>Pay</b>		
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?	No	Insufficient evidence located
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Código Civil, Arts. 1845-185A; Sala Constitucional del Tribunal Supremo de Justicia en Sentencia No. 1070/2016; Sala Constitucional del Tribunal Supremo de Justicia en Sentencia No. 101/2022
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Fiscalía y Defensa Pública
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Solicitud de Prestaciones en Dinero (Forma 14 04)
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
<b>Childcare</b>		
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
<b>Entrepreneurship</b>		
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?	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
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	No	Insufficient evidence located
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
<b>Pension</b>		
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 Orgánica de la Jurisdicción Contencioso Administrativo, Art. 24 (5)



## 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.