

Puerto Rico

Women, Business and the Law 2024 (WBL2024) 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 (San Juan). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Puerto Rico scores 83.8 out of 100.0**. The overall score for Puerto Rico is higher than the regional average observed across Latin America and the Caribbean (81.2). Within the Latin America and the Caribbean region, the maximum score observed is 95 (Peru).

Puerto Rico - Scores for Women, Business and the Law 2024



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women starting and running a business, and gender differences in property and inheritance, Puerto Rico gets a perfect score.

Areas for Improvement

When it comes to laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a woman's pension, Puerto Rico could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Puerto Rico is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Puerto Rico may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, making paid leave available to fathers, and making paid parental leave available.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Puerto Rico are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/puerto-rico/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Art. 401
	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	Passport application procedures; Passport application form
	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	Código Civil, Art. 528
	Does the law prohibit discrimination in employment based on gender?	Yes	Ley Núm. 100, Art. 1
	Is there legislation on sexual harassment in employment?	Yes	Ley Núm. 17 del 22 de abril de 1988; Código Penal, Art. 135
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Código Penal, Art. 135 <i>Civil:</i> Ley Núm. 17 del 22 de abril de 1988, Art. 11
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 a job deemed dangerous 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
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Arts. 398 y 399
	Can a woman be head of household in the same way as a man?	Yes	Código Civil, Art. 400
	Is there legislation specifically addressing domestic violence?	Yes	Ley Núm. 54 para la Prevención e Intervención con la Violencia Domestica
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Art. 425
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Código Civil, Art. 383
	Is paid leave of at least 14 weeks available to mothers?	No	Ley Núm. 3, Sec. 2
	Does the government pay 100% of maternity leave benefits?	No	Ley Núm. 3, Sec. 2
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Ley Núm. 3, Sec. 4
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Credit Opportunity Act, Art. 1691(a)(1)
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	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 man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Código Civil, Arts. 524 y 525
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 1720 y 1721
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 1720 y 1721
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código Civil, Arts. 524 y 525
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 488-489, 507-509 y 513-514
	Is the age at which men and women can retire with full pension benefits the same?	Yes	U.S. Code Title 42 The Public Health and Welfare, Sec. 416(L)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	U.S. Code Title 42 The Public Health and Welfare, Sec. 42(a)
	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?	No	No applicable provisions could be located	