

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		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address 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)
Does the law address 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
Does the law address femicide?	Yes	Código Penal, Art. 312.8
Mobility		
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 internationally in the same way as a man?	Yes	Decreto 129 de 2014, Arts. 6 y 13
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on 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 explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Ley Núm. 16.045, Art. 1
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 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?	No	Ley Núm. 5.032, Art. 4
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Art. 129
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
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 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 y 17 ; Art. Ley Núm. 16.045, Art. 2

Childcare

Does the law establish the provision of center-based childcare services?	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 for 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 for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	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 for 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 a woman and a man 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?	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 a woman and a man can retire with full pension benefits the same?	Yes	Ley Núm. 20.130, Art. 35
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	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

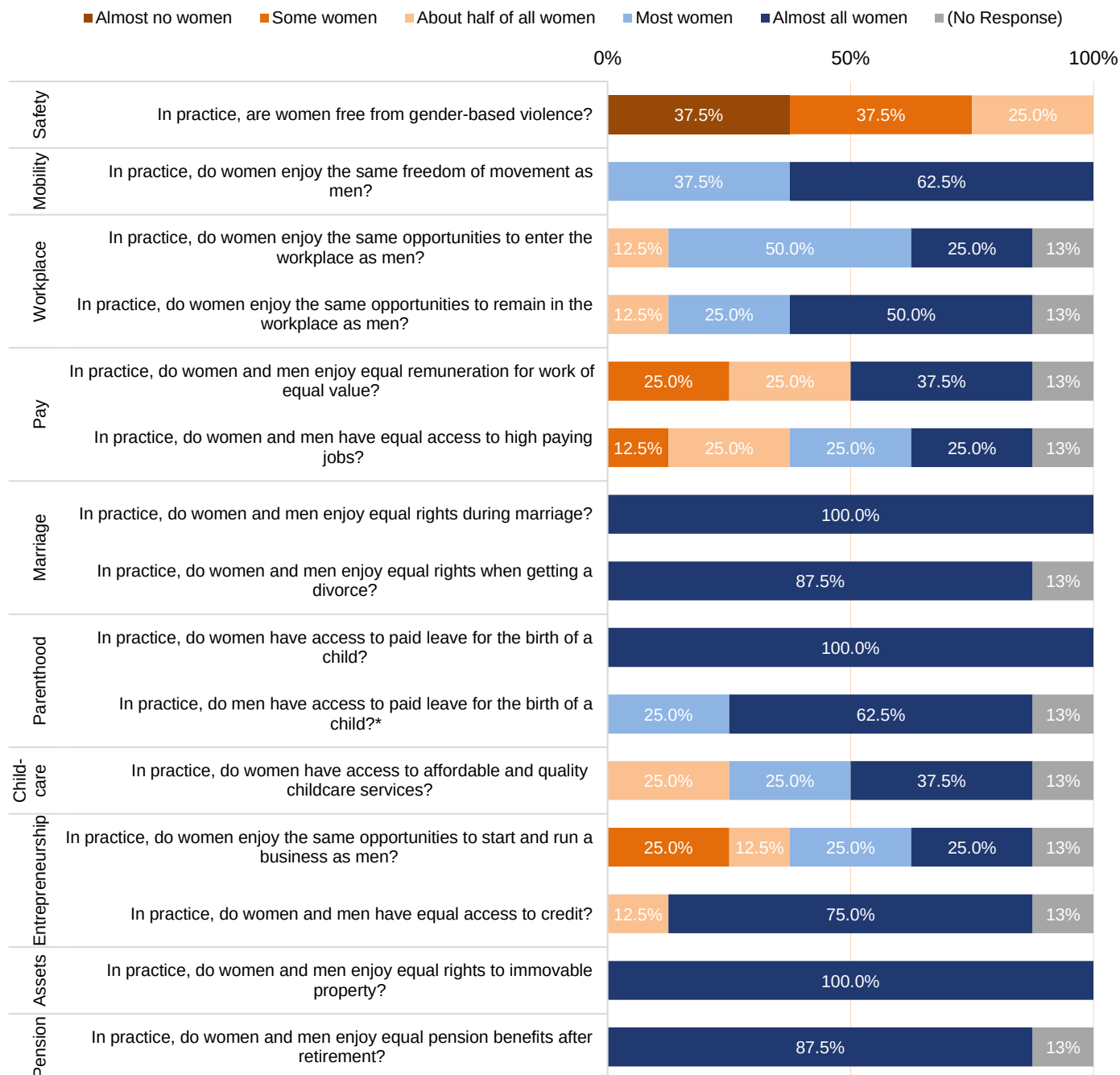
WBL 2.0 supportive frameworks data

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 special procedures in place 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 a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Consejo Nacional Consultivo por una Vida Libre de Violencia de Género hacia las Mujeres
Is an annual budgetary allocation devoted to 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 a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Ley Núm. 19.580, Art. 23
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	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
Have 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 nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Monitor Mipymes, Agencia Nacional de Desarrollo
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located

Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Ley Instituto Nacional de Colonización, Creación, Colonización de Tierras, Arts. 1 and 7 (Paragraph 3, Section D)
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is 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.