

Dominica

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 (Roseau). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Dominica scores 62.5 out of 100.0**. The overall score for Dominica is lower 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).

Dominica - Scores for Women, Business and the Law 2024



Relative Strengths

When it comes to constraints related to marriage, and gender differences in property and inheritance, Dominica gets a perfect score.

Areas for Improvement

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, constraints on women starting and running a business, and laws affecting the size of a woman's pension, Dominica could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Dominica is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Dominica 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, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

Recent Reforms

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



Further data details for Dominica are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/dominica/2024>



| | QUESTION | ANSWER | LEGAL BASIS |
|------------------|--|--------|---|
| Mobility | Can a woman choose where to live in the same way as a man? | Yes | Domicile and Matrimonial Proceedings Act of 1973, Sec. 1(1) |
| | 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? | No | Passport application form; Passport application procedures |
| | 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 | No restrictions could be located |
| | Does the law prohibit discrimination in employment based on gender? | No | No applicable provisions could be located |
| | Is there legislation on sexual harassment in employment? | No | No applicable provisions could be located |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | No | <i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> 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 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 | Employment of Women, Young Persons and Children Act, Secs. 2 and 10 |
| Marriage | 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 be head of household in the same way as a man? | Yes | No restrictions could be located |
| | Is there legislation specifically addressing domestic violence? | Yes | Domestic Violence Act No. 14 of 2023 |
| | Can a woman obtain a judgment of divorce in the same way as a man? | Yes | Marriage Act, Secs. 29, 30 and 70-72 |
| Parenthood | Does a woman have the same rights to remarry as a man? | Yes | Marriage Act, Secs. 29, 30 and 70-72 |
| | Is paid leave of at least 14 weeks available to mothers? | No | Labor Standards Act, Secs. 18 and 22 |
| | Does the government pay 100% of maternity leave benefits? | No | Labor Standards Act, Sec. 22; Social Security Act, Sec. 3 |
| | 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? | No | No applicable provisions could be located |
| | Does the law prohibit discrimination in access to credit based on gender? | No | No applicable provisions could be located |
| | Can a woman sign a contract in the same way as a man? | Yes | Married Women's Property Act, Sec. 3(1) |
| | Can a woman register a business in the same way as a man? | Yes | Companies Act 1994, Sec. 4; Registration of Business Names Act |
| 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 | Married Women's Property Act, Secs. 3, 4 and 7 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Intestates' Estates Act, Sec. 5 |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Intestates' Estates Act, Sec. 4 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Married Women's Property Act, Secs. 3, 4 and 7 |
| Pension | Does the law provide for the valuation of nonmonetary contributions? | Yes | Eastern Caribbean Supreme Court (Dominica) Act of 1969, Sec. 11(1); Matrimonial Causes Act of 1973, Sec. 25(2)(f) |
| | Is the age at which men and women can retire with full pension benefits the same? | Yes | Social Security (Benefit) Regulations, Sec. 29 ; Social Security (Amendment) Act, Secs. 2 and 7 |
| | Is the age at which men and women can retire with partial pension benefits the same? | Yes | Social Security (Benefit) Regulations, Sec. 29 |
| | 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 |