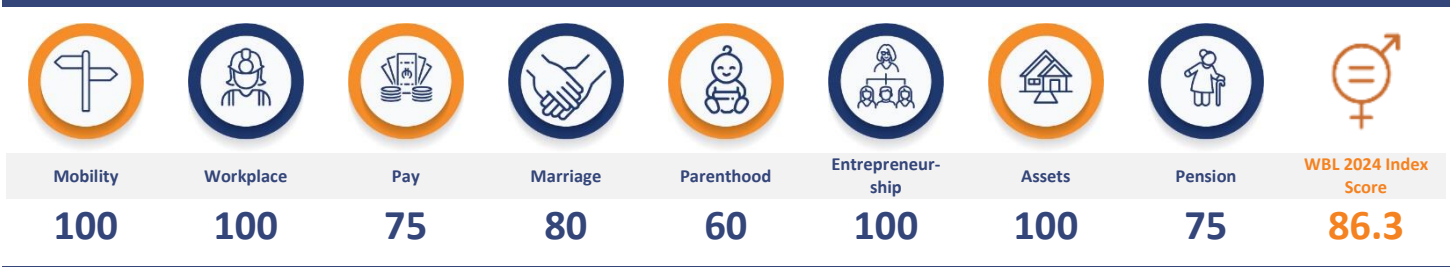


Dominican Republic

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 (Santo Domingo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Dominican Republic scores 86.3 out of 100.0**. The overall score for Dominican Republic 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).

Dominican Republic - 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 on women starting and running a business, and gender differences in property and inheritance, Dominican Republic gets a perfect score.

Areas for Improvement

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

For example, one of the lowest scores for Dominican Republic is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Dominican Republic may wish to consider making the government administer 100% of maternity leave benefits, 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 Dominican Republic are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/dominican-republic/2024>



| | QUESTION | ANSWER | LEGAL BASIS |
|------------------|--|--------|--|
| Mobility | Can a woman choose where to live in the same way as a man? | Yes | Código Civil, Art. 215 |
| | 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 | Procedimientos de solicitud de pasaporte |
| | 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. 220 |
| | Does the law prohibit discrimination in employment based on gender? | Yes | Código de Trabajo, Principio VII |
| | Is there legislation on sexual harassment in employment? | Yes | Ley 24-97 sobre Violencia Intrafamiliar y Contra la Mujer, Art. 3 (Código Penal, Art. 333-2); Código de Trabajo, Art. 47(9) |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Ley 24-97 sobre Violencia Intrafamiliar y Contra la Mujer, Art. 3 (Código Penal, Art. 333-2) <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? | 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. 212 y 213 |
| | 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 | Ley 24-97 sobre Violencia Intrafamiliar y Contra la Mujer, Arts. 3 y 8 |
| | Can a woman obtain a judgment of divorce in the same way as a man? | No | Ley sobre Divorcio, Art. 23 |
| | Does a woman have the same rights to remarry as a man? | Yes | Código Civil, Art. 147; Sentencia TC/0070/15TC/0070/15 |
| Parenthood | Is paid leave of at least 14 weeks available to mothers? | Yes | Código de Trabajo, Arts. 236 y 237; Resolución Núm. 211-14, Art. 4 |
| | Does the government pay 100% of maternity leave benefits? | No | Código de Trabajo, Art. 239; Ley Núm. 87-01, Art. 132 |
| | Is paid leave available to fathers? | Yes | Código de Trabajo, Art. 54 |
| | Is there paid parental leave? | No | No applicable provisions could be located |
| | Is dismissal of pregnant workers prohibited? | Yes | Código de Trabajo, Art. 233 |
| Entrepreneurship | Does the law prohibit discrimination in access to credit based on gender? | Yes | Reglamento de protección al usuario de los productos y servicios financieros de 2015, Arts. 4(h), 5(i) y 24(f) |
| | Can a woman sign a contract in the same way as a man? | Yes | Código Civil, Arts. 213 y 217 |
| | Can a woman register a business in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman open a bank account in the same way as a man? | Yes | Código Civil, Art. 218 |
| Assets | Do men and women have equal ownership rights to immovable property? | Yes | Ley Núm. 189-01 modifica y deroga artículos del Código Civil, Art. 1; Código Civil, Art. 1421 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Código Civil, Art. 745 |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Código Civil, Art. 767 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Ley Núm. 189-01 modifica y deroga artículos del Código Civil, Art. 1; Código Civil, Art. 1421 |
| | Does the law provide for the valuation of nonmonetary contributions? | Yes | Código Civil, Arts. 1400-1408 |
| Pension | Is the age at which men and women can retire with full pension benefits the same? | Yes | Ley Núm. 87-01, Art. 45 |
| | Is the age at which men and women can retire with partial pension benefits the same? | Yes | No applicable provisions could be located |
| | 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 |