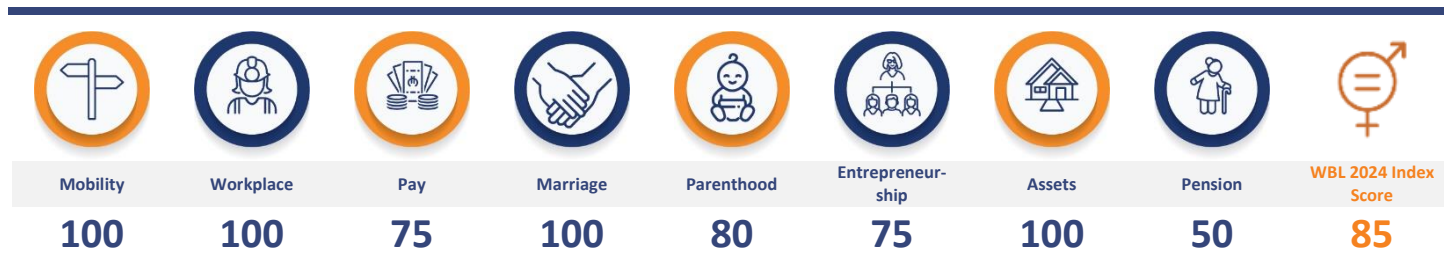


Venezuela, RB

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 (Caracas). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **the Bolivarian Republic of Venezuela scores 85.0 out of 100.0**. The overall score for the Bolivarian Republic of Venezuela 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).

The Bolivarian Republic of Venezuela - 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, and gender differences in property and inheritance, the Bolivarian Republic of Venezuela gets a perfect score.

Areas for Improvement

When it comes to 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, the Bolivarian Republic of Venezuela could consider reforms to improve legal equality for women.

For example, one of the lowest scores for the Bolivarian Republic of Venezuela is on the indicator measuring laws affecting the size of a woman’s pension (the WBL2024 Pension indicator). To improve on the Pension indicator, the Bolivarian Republic of Venezuela may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and accounting for periods of absence from work due to childcare in pension benefits.

Recent Reforms

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



Further data details for the Bolivarian Republic of Venezuela are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/venezuela-rb/2024>



| | QUESTION | ANSWER | LEGAL BASIS |
|------------------|--|--------|--|
| Mobility | 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 |
| | Can a woman apply for a passport in the same way as a man? | Yes | Decreto Núm. 1412 ley orgánica de identificación, Art. 29; 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 | 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 |
| | Is there legislation on sexual harassment in employment? | Yes | Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Arts. 15(10) y 48; Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Art. 165; Ley de Reforma Parcial a la Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Art. 54 |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Arts. 15(10) y 48; <i>Ley de Reforma Parcial a la Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Art. 54</i> <i>Civil:</i> Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Art. 63; Ley de Reforma Parcial a la Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Art. 54 |
| 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, Art. 137 |
| | 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 Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Art. 15(5); Ley de Reforma Parcial a la Ley Orgánica Sobre el Derecho de las Mujeres a una Vida Libre de Violencia, Art. 11 |
| | 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 |
| Parenthood | Is paid leave of at least 14 weeks available to mothers? | Yes | Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Art. 336 |
| | Does the government pay 100% of maternity leave benefits? | Yes | Ley del Seguro Social, Art. 11; Reglamento General de La Ley del Seguro Social, Art. 141 |
| | Is paid leave available to fathers? | Yes | Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Art. 339; Ley para la Protección de las Familias, la Maternidad y la Paternidad, Art. 9 |
| | Is there paid parental leave? | No | No applicable provisions could be located |
| | Is dismissal of pregnant workers prohibited? | Yes | Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Art. 335 |
| Entrepreneurship | 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 | No restrictions could be located |
| | 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 man? | Yes | No restrictions could be located |
| Assets | Do men and women have equal ownership rights to immovable property? | Yes | Código Civil, Arts. 154-156 y 168 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Código Civil, Art. 822 |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Código Civil, Arts. 823 y 825 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Código Civil, Arts. 154, 155 y 168 |
| | Does the law provide for the valuation of nonmonetary contributions? | Yes | Código Civil, Arts. 148-153 |
| Pension | Is the age at which men and women can retire with full pension benefits the same? | No | Ley del Seguro Social, Art. 27 |
| | 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 |