

Puerto Rico

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
80.0	29.2	66.9

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 Puerto Rico, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (San Juan). The scores for Puerto Rico 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	100.0	100.0	75.0	75.0	100.0	25.0	100.0	50.0	100.0	75.0
Supportive frameworks score	25.0	66.7	0.0	0.0	33.3	0.0	50.0	33.3	33.3	50.0
Expert opinions score	25.0	100.0	37.5	25.0	100.0	62.5	62.5	56.3	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Puerto Rico (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 laws affecting women's safety, constraints on freedom of movement, constraints related to marriage, laws affecting childcare and laws affecting women's property and inheritance, Puerto Rico obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Puerto Rico is on the indicator measuring laws affecting women's work after having children. To improve on the Parenthood indicator, Puerto Rico may wish to consider providing paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits and providing paid leave available to fathers.

The **WBL 2.0 supportive frameworks score** for Puerto Rico (29.2 out of 100.0) is lower than the global average (39.5) and lower than the Latin America & Caribbean regional average (38.6). Puerto Rico does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Puerto Rico is on the indicator measuring supportive frameworks affecting women's decisions

to work. To improve on the Workplace indicator, Puerto Rico may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Puerto Rico (66.9 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 property and inheritance and expert opinions on women's pensions, Puerto Rico obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Puerto Rico 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?	Yes	Código Civil, Arts. 97, 378, 380(b), 381, 403 y 406(a); Código Penal, Arts. 114 y 115
Does the law address sexual harassment?	Yes	Código Penal, Art. 135; Ley Núm. 17 del 22 de abril de 1988, Art. 11; Ley No. 03 del 4 de enero de 1998, Art. 11
Does the law address domestic violence?	Yes	Ley Núm. 54 para la Prevención e Intervención con la Violencia Doméstica, Arts. 1.3(f)(r)(s)(t), 2.1, 3.1-3.3 y 3.5
Does the law address femicide?	Yes	Código Penal, Art. 93(e)
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Art. 401
Can a woman travel internationally in the same way as a man?	Yes	No restrictions could be located
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	Immigration and Nationality Act, U.S. Code Title 8, Sec. 1401; U.S. Code of Federal Regulations, Title 8, Sec. 319.1
Workplace		
Can a woman get a job in the same way as a man?	Yes	Código Civil, Art. 528
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. 100, Art. 1
Does the law allow employees to request flexible work?	Yes	Ley Núm. 379, Art. 8
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" or "head of family" in the same way as a man?	Yes	Código Civil, Art. 400
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Art. 425
Does a woman have the same rights to remarry as a man?	Yes	Código Civil, Art. 383
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	No	Ley Núm. 3, Sec. 2



Are leave benefits for mothers paid solely by the government?	No	Ley Núm. 3, Sec. 2
Is paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Ley Núm. 3, Sec. 4
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Ley Núm. 173 del año 2016, Arts. 1.04-1.05; Reglamento 8860 para el Licenciamiento de Establecimientos de Cuidado, Desarrollo y Aprendizaje de Niños y Niñas, Art. 4
Does the law establish any form of support for families for childcare services?	Yes	Reglamento del Programa Childcare No. 8687, Art. 2.11; Official Government Website - ACUDEN - Childcare Program and Head Start Program
Does the law establish any form of support for nonstate childcare providers?	Yes	Reglamento del Programa Childcare No. 8687, Art. 3
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Ley Núm. 173 del año 2016, Arts. 2.01, 2.02, 2.16, 3.03 y 3.06; Reglamento 8860 para el Licenciamiento de Establecimientos de Cuidado, Desarrollo y Aprendizaje de Niños y Niñas, Secs. 9.1, 14.13 y 14.11(B)
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Credit Opportunity Act, Art. 1691(a)(1)
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?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Código Civil, Arts. 524 y 525
Do sons and daughters have equal rights to inherit assets?	Yes	Código Civil, Arts. 1720 y 1721
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 1720 y 1721
Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 488-489, 507-509 y 513-514
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	U.S. Code Title 42 The Public Health and Welfare, Sec. 416(L)
Are the ages at which a woman and a man 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 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?	No	No applicable provisions could be located

WBL 2.0 supportive frameworks data

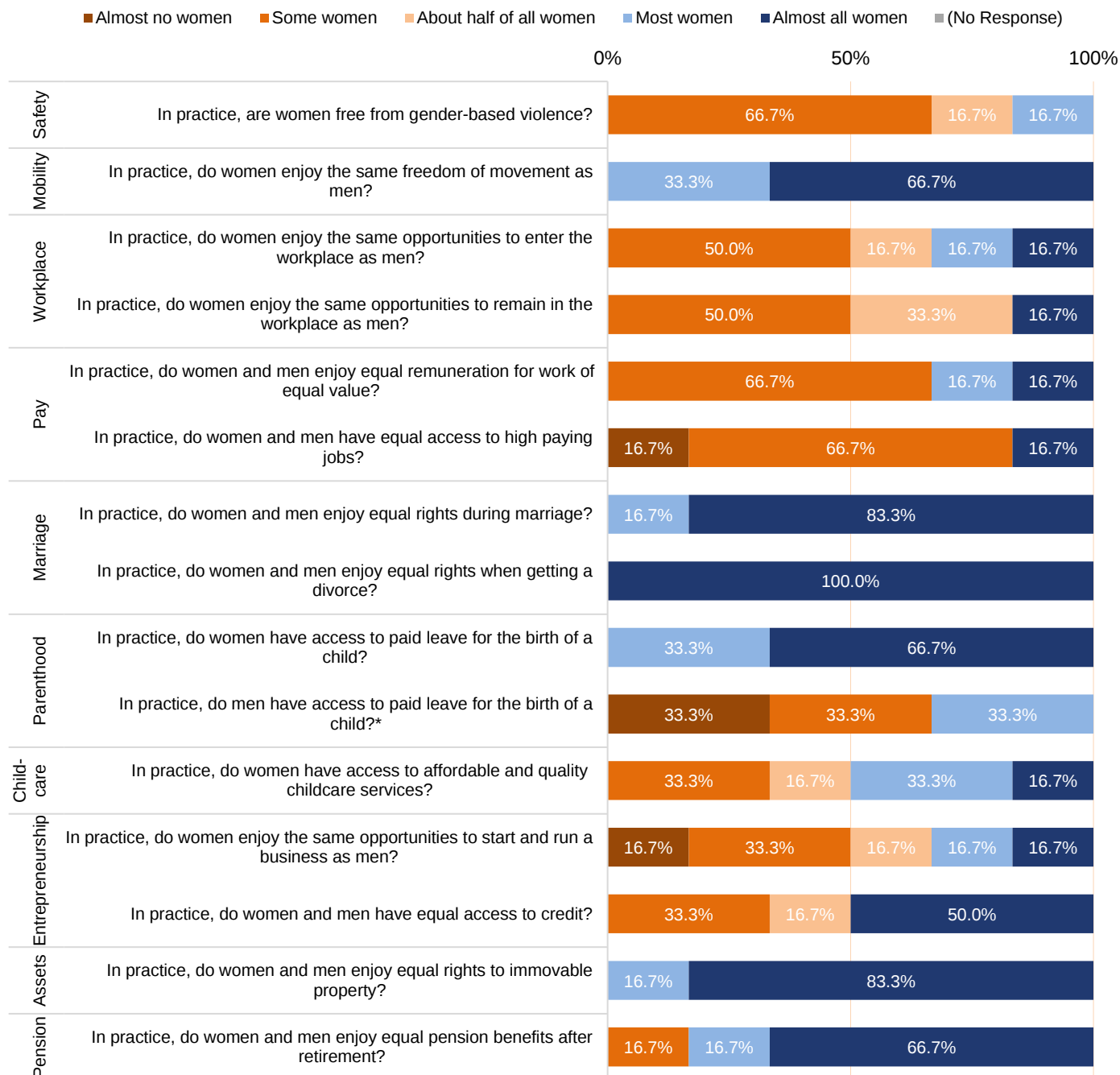
QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Protocolo Modelo de Prevención y Manejo de casos de Hostigamiento Sexual; Intercesoría Legal; Centro de Ayuda a Víctimas de Violación; Línea de Ayuda 24/7 del CAVV: 787-765-2285; Departamento de Justicia novel capacitación sobre la manipulación de escenas de feminicidio para aparentar suicidios
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located



Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application form; Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	License 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?	No	Insufficient evidence located
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?	No	Insufficient evidence located
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Poder Judicial de Puerto Rico, Abogadas y Abogados de Oficio
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
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?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of Puerto Rico Administration for the Care and Comprehensive Development of Children (ACUDEN)
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Government Website - ACUDEN - Childcare Program; Official Government Website - ACUDEN - Head Start Program; Official Government Website - ACUDEN - Head Start Program - Pre-Application Form
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?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Centro Empresarial para la Mujer; Agencia Federal de Pequeños Negocios
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	Código Civil, Arts. 524 y 525
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	Social Security Administration website Appeal Page

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.