

Trinidad and Tobago

WBL 2.0 legal frameworks score

65.0

WBL 2.0 supportive frameworks score

45.0











WBL 2.0 expert opinions score

59.4

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 Trinidad and Tobago, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Port of Spain). The scores for Trinidad and Tobago 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	50.0	75.0	50.0	75.0	75.0	25.0	50.0	50.0	100.0	100.0
Supportive frameworks score	50.0	33.3	66.7	50.0	100.0	33.3	0.0	33.3	33.3	50.0
Expert opinions score	12.5	75.0	50.0	25.0	81.3	50.0	25.0	100.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Trinidad and Tobago (65.0 out of 100.0) is higher than the global average (64.2) and lower than the Latin America & Caribbean regional average (69.1). When it comes to laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Trinidad and Tobago obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Trinidad and Tobago is on the indicator measuring laws affecting women's work after having children. To improve on the Parenthood indicator, Trinidad and Tobago may wish to consider making the government administer 100% of maternity leave benefits, providing paid leave available to fathers and prohibiting the dismissal of pregnant workers.

The **WBL 2.0 supportive frameworks score** for Trinidad and Tobago (45.0 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 related to marriage, Trinidad and Tobago obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Trinidad and Tobago is on the indicator measuring supportive frameworks affecting childcare. To improve on the Childcare indicator, Trinidad and Tobago may wish to consider establishing a publicly available registry or database of childcare providers, 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 Trinidad and Tobago (59.4 out of 100.0) is lower than the global average (65.7) and lower than the Latin America & Caribbean regional average (61.8). When it comes to expert opinions on women starting and running a business and expert opinions on women's property and inheritance, Trinidad and Tobago obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Trinidad and Tobago 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	Miscellaneous Provisions (Marriage) Act, 2017, Art. 3(e)(l)(m)
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	Yes	Domestic Violence Act, Secs. 3, 25 and Part II; Domestic Violence (Amendment) Act 2020, Secs. 3-10 and 24; Sexual Offences Act, Sec. 4(5-6)
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Family Law (Guardianship of Minors, Domicile and Maintenance) Act, Art. 37
Can a woman travel internationally in the same way as a man?	No	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	Constitution of Trinidad and Tobago, Secs. 17(2) and 17(3); Immigration Act, Sec. (6)(1)(c)
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	Equal Opportunity Act 2000, Secs. 3-4 and 8
Does the law allow employees to request flexible work?	No	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	No applicable provisions could be located

Can a woman be “head of household” or “head of family” in the same way as a man?	Yes	No restrictions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	No	Matrimonial Proceedings and Property Act, Art. 7
Does a woman have the same rights to remarry as a man?	Yes	Matrimonial Proceedings and Property Act, Arts. 12 and 17(5)
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Maternity Protection Act, Secs. 4, 7(1) and 9(1)
Are leave benefits for mothers paid solely by the government?	No	Maternity Protection Act, Sec. 9; National Insurance Act, Sec. 46(b)
Is paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Children’s Community Residences, Foster Care and Nurseries Act of 2008, Part V, Sec. 42
Does the law establish any form of support for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate childcare providers?	Yes	Income Tax Act, Secs. 11(ba) and 67(7)
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	Married Persons Act, Art. 3; Registration of Business Names Act, Arts. 5-7; Companies Act, Arts. 8-11
Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Opportunity Act, Art. 17(2)(C)
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	Married Persons Act, Arts. 3 and 5; Real Property Act, Sec. 77
Do sons and daughters have equal rights to inherit assets?	Yes	Succession Act, Art. 88(1)(a)
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Succession Act, Art. 88(1)(a)
Does the law provide for the valuation of nonmonetary contributions?	Yes	Matrimonial Proceedings and Property Act, Art. 27(f)
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	National Insurance Act, Secs. 2 and 46
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	National Insurance Act, Secs. 2, 46(e) and 46(f)
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	National Insurance (Contribution) Regulations, Sec. 14

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	Yes	Equal Opportunity Commission Complaint Procedure; Trinidad and Tobago Police Service Cyber and Social Media Unit

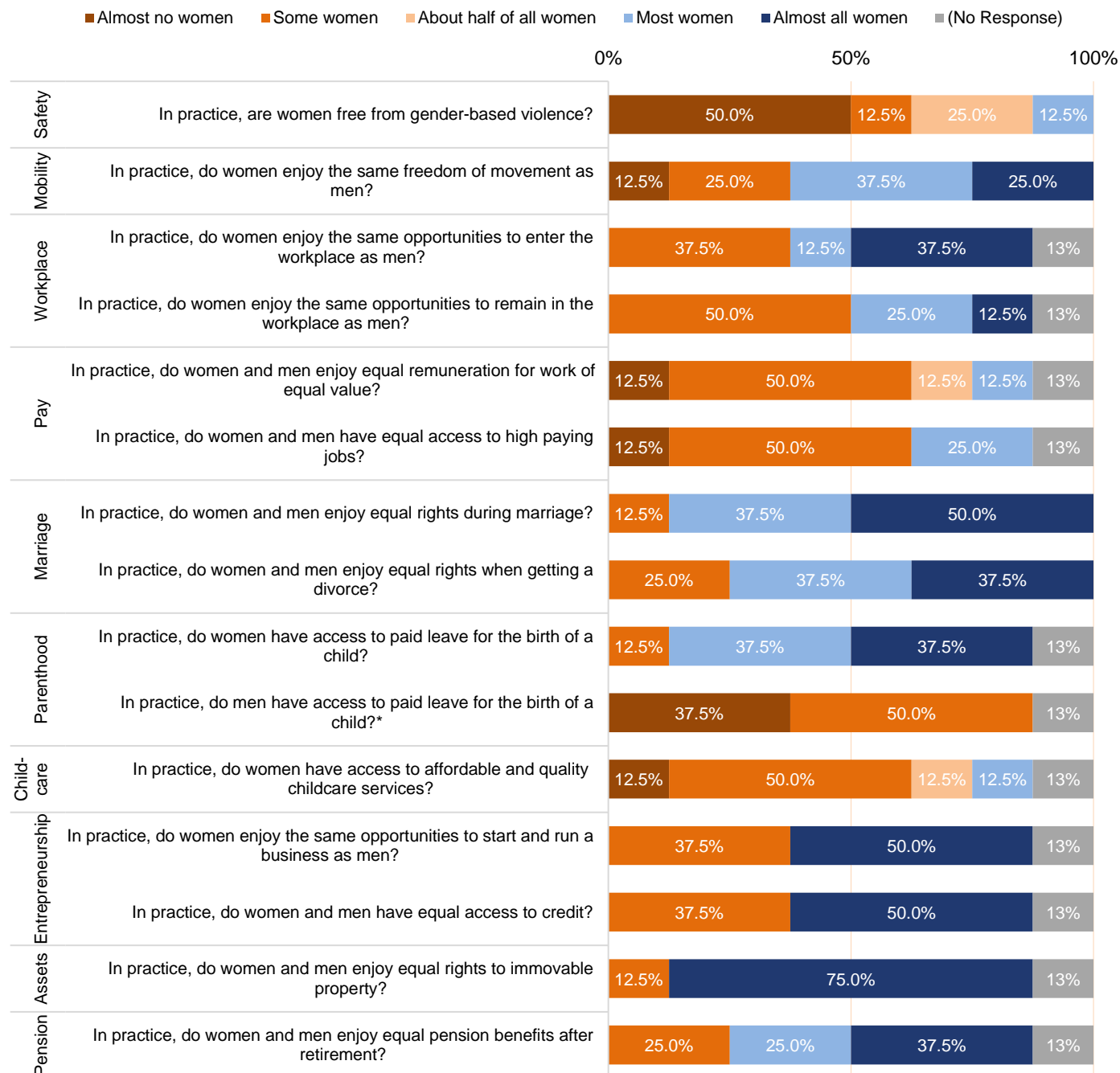
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Office of the Prime Minister (Gender and Child Affairs)
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	No	Passport application form; 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	Equal Opportunity Act, Arts. 26 and 27 (d)
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Equal Opportunity Commission: Guidelines for Employers in Trinidad and Tobago
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	Central Statistical Office: Persons with jobs by industrial group, sex, and monthly income group
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	The Family and Children Division Act, Sec. 4(1) and (2)
Are there specialized family courts?	Yes	The Family and Children Division Act, Sec. 4(1) and (2)
Is legal aid available for family law disputes?	Yes	Legal Aid and Advisory Authority
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	National Insurance Board of Trinidad and Tobago: Application Form NI12 Maternity Benefit Claims Form
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?	No	Insufficient evidence located
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?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	SheTrades initiative
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	Matrimonial Proceedings and Property Act, Sec. 55



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	National Appeals Regulation, Sec. 3



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.