

Nicaragua

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

Nicaragua - Scores for Women, Business and the Law 2024

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2024 Index Score
100	100	75	100	40	100	100	75	86.3

Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women starting and running a business, and gender differences in property and inheritance, Nicaragua gets a perfect score.

Areas for Improvement

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

For example, one of the lowest scores for Nicaragua is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Nicaragua may wish to consider making paid leave of at least 14 weeks available to mothers, 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 Nicaragua are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/nicaragua/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código de Familia, Art. 79
	Can a woman travel outside her home in the same way as a man?	Yes	Código de Familia, Art. 81
	Can a woman apply for a passport in the same way as a man?	Yes	Reglamento a la ley Núm. 761 ley general de migración y extranjería, Art. 18; Procedimientos de solicitud de pasaporte
	Can a woman travel outside the country in the same way as a man?	Yes	Código de Familia, Art. 81
Workplace	Can a woman get a job in the same way as a man?	Yes	Código de Familia, Arts. 79 y 81
	Does the law prohibit discrimination in employment based on gender?	Yes	Código del Trabajo, Art. 138
	Is there legislation on sexual harassment in employment?	Yes	Código Penal, Art. 174; Código del Trabajo, Art. 17(p)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	Criminal: Código Penal, Art. 174 Civil: Código Penal, Arts. 114-115 y 174
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 de Familia, Art. 55
	Can a woman be head of household in the same way as a man?	Yes	Código de Familia, Arts. 55 y 262
	Is there legislation specifically addressing domestic violence?	Yes	Ley Núm. 779; Código Penal, Art. 155; Código de Familia, Arts. 46 y 47
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código de Familia, Arts. 137 y 171
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Código de Familia, Arts. 53, 56 y 64-65
	Is paid leave of at least 14 weeks available to mothers?	No	Código del Trabajo, Art. 141
	Does the government pay 100% of maternity leave benefits?	No	Ley de Seguridad Social, Arts. 88 y 89; Código del Trabajo, Art. 141
	Is paid leave available to fathers?	Yes	Código de la Familia, Art. 79
Entrepreneurship	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Código del Trabajo, Art. 144
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Ley de protección de los derechos de las personas consumidoras y usuarias, Arts. 4(5), 5 y 9(10); Ley Núm. 1061 aprobada el 04 de febrero de 2021
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
Assets	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	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Código de Familia, Arts. 79 y 106
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 1000 y 1001
Pension	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 1000 y 1001
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código de Familia, Art. 107
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código de Familia, Art. 82
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Ley de Seguridad Social, Arts. 49 y 50
Pension	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Ley de Seguridad Social, Art. 50
	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

