







# LEGAL FRAMEWORKS FOR WOMEN'S ECONOMIC AUTONOMY AND EMPOWERMENT IN IBERO-AMERICA AND THE CARIBBEAN



## Uruguay\*









\* information updated as of February 2020

### REFORM AGENDA

LEGAL TEXT	AREA FOR WOMEN'S ECONOMIC EMPOWERMENT	ACTION	CURRENT TEXT (TO BE REFORMED)
Constitution of the Republic of the Republic 1967 as amended on 26 November 1989, 26 November 1994, 8 December 1996 and 31 October 2004)	Freedom of choice of employment 	Eliminate 	<b>Article 54.</b> The law must recognize, for anyone in a labour or service relationship, as a worker or employee, the independence of the moral and civic consciousness; fair remuneration; limits on working hours; weekly rest periods, and physical and moral hygiene.  <b>The work of women and minors under the age of eighteen shall be particularly regulated and limited.</b>  <b>RECOMMENDATION:</b> Eliminate restrictions that limit the freedom of choice of employment for women and that assimilate minors with women in terms of labour protection.
Law No. 16.045. Employment activity Prohibiting any discrimination which violates the principle of equal treatment and opportunities for both sexes in any sector (2 June, 1989)	Equal pay 	Reform 	<b>Article 2.</b> The prohibition referred to in the previous article shall also be applicable to: K) Remuneration criterion;  <b>RECOMMENDATION:</b> Extend the principle of equal remuneration for work of equal value, in line with the provisions of ILO Convention 100.
Law No. 19.161. Grants for maternity leave and paternity leave for workers in private business (1 November, 2013)	Paternity leave 	Reform 	<b>Article 8.</b> (Compensated period of inactivity). The rest period referred to in the previous article shall have the following durations: A) A maximum of three (3) consecutive days, from the entry into force of this law. B) A maximum of seven (7) consecutive days, from 1 January 2015. C) A maximum of ten (10) consecutive days, from 1 January 2016.  <b>RECOMMENDATION:</b> Extend paternity leave.

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Law No. 19.121 on the Statute of the Civil Servant in the Central Administration (20 August, 2013)	Paternity leave 	Reform 	<b>Article 15.</b> (Special leave). Civil servants shall also have the right to the following leave:  Ten working days for paternity leave.  <b>RECOMMENDATION:</b> Extend paternity leave.
	Maternity protection 	Reform 	<b>Article 15.</b> (Special leave). Civil servants shall also have the right to the following leave:  Maternity leave. All pregnant female civil servants shall have the right, through the presentation of a medical certificate indicating the expected due date, to maternity leave. <b>The duration of this leave shall be thirteen (13) weeks.</b> For these purposes the pregnant female civil servant must cease working one week before the birth and may not begin work again until after twelve (12) weeks after the birth. Any pregnant civil servant may bring forward the start of their maternity leave, up to six (6) weeks prior to the expected due date. When the birth comes after the expected due date, the leave taken previously shall be extended up to the date of the birth, and the duration of the post-partum leave shall not be reduced. In the event of any illness resulting from the pregnancy, an additional prenatal leave can be arranged. In the event of any illness resulting from the birth, the female civil servant shall have the right to extended post-partum leave, the duration of which shall be set by the respective medical services.  <b>RECOMMENDATION:</b> Increase maternity leave for all female civil servants to guarantee to 14 as weeks established in ILO Convention 183.
Law No. 5.032 on Occupational Accidents. Prevention measures (21 July, 1914)	Freedom of choice of employment 	Eliminate 	<b>Article 4.</b> Women and children cannot be employed in the cleaning or repair of running engines, machines or other dangerous transmission agents.  <b>RECOMMENDATION:</b> Eliminate restrictions that limit the freedom of choice of employment for women and that assimilate minors with women in terms of labour protection.
Act No. 224/007 on the Regulation of Act 18.065 on the Regulation of Domestic Work (27 November, 2006)	Protection of domestic workers 	Reform 	<b>Article 2.</b> (Exclusions). Work not considered to be domestic work shall be that carried out by:  b) rural domestic workers.  <b>RECOMMENDATION:</b> Ensure rural domestic workers the same conditions and labour rights enjoyed by other workers.