

# Sierra Leone



*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 Sierra Leone, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Freetown). The scores for Sierra Leone are shown in the table below.

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WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepren- eurship	Assets	Pension
Legal frameworks score	75.0	75.0	50.0	100.0	100.0	75.0	0.0	75.0	75.0	100.0
Supportive frameworks score	75.0	66.7	0.0	50.0	33.3	0.0	0.0	33.3	33.3	50.0
Expert opinions score	25.0	75.0	75.0	50.0	25.0	50.0	25.0	50.0	50.0	100.0

#### Women, Business and the Law 2024 2.0 indicator scores

In summary, the **WBL 2.0 legal frameworks score** for Sierra Leone (72.5 out of 100.0) is higher than the global average (64.2) and higher than the Sub-Saharan Africa regional average (57.4). When it comes to laws affecting women's pay, constraints related to marriage and laws affecting the size of a woman's pension, Sierra Leone obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Sierra Leone is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Sierra Leone may wish to consider legally establishing provision of childcare services in center-based settings, introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Sierra Leone (34.2 out of 100.0) is lower than the global average (39.5) and higher than the Sub-Saharan Africa regional average (24.5). Sierra Leone 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 Sierra Leone is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Sierra Leone 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 Sierra Leone (52.5 out of 100.0) is lower than the global average (65.7) and lower than the Sub-Saharan Africa regional average (54.6). When it comes to expert opinions on women's pensions, Sierra Leone obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Sierra Leone is on the indicator measuring expert opinions on women's safety.

#### WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Domestic Violence Act 2007, Sec. 2(2)(a)-(c), 2(3), 5 and Part III; Sexual Offences (Amendment) Act of 2019, Sec. 2
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	The Sexual Offences (Amendment) Act, 2019, Secs. 3 and 37; Employment Act, 2023, Secs. 1 and 15; The Cyber Security and Crime Act, 2021, Secs. 20 and 44
Is there legislation on child marriage?	Yes	Child Rights Act 2007, Secs. 3, 34(1) and 35
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Passport Act
Can a woman choose where to live 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 women and men have equal rights to confer citizenship to their spouses and their children?	No	Citizenship Act, Secs. 2, 5 and 7
Workplace		
Can a woman get a job in the same way as a man?	Yes	Registration of Customary Marriage and Divorce Act, Sec. 18
Does the law prohibit discrimination in employment based on gender?	Yes	Employment Act 2023, Secs. 1 and 17(1)
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
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?	Yes	Employment Act 2023, Secs. 1 and 18(1)
Can a woman work at night 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
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
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 obtain a judgment of divorce in the same way as a man?	Yes	Matrimonial Causes Act, Art. 5
Does a woman have the same rights to remarry as a man? Parenthood	Yes	Matrimonial Causes Act, Art. 13
Is paid leave of at least 14 weeks available to mothers?	Yes	Employment Act 2023, Sec. 72(1)





No	Employment Act 2023, Sec. 72(1)
	Employment Act 2023, Sec. 77
	Gender Equality and Women's Empowerment Act 2022, Sec. 4(3)
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No	No applicable provisions could be located
No	No applicable provisions could be located
No	No applicable provisions could be located
No	No applicable provisions could be located
Yes	Registration of Customary Marriage and Divorce Act, Sec. 18; Companies Act, Sec. 15; Companies Regulations, Sec. 9
Yes	Gender Empowerment Act, Sec. 7
Yes	Gender Empowerment Act, Sec. 4, 11 and 12
No	No applicable provisions could be located
Yes	Registration of Customary Marriage and Divorce Act, Sec. 18; Customary Land Rights Act, Sec. 5 and 10(2)
Yes	Devolution of Estates Act, Secs. 7 and 8; Customary Land Rights Act, Sec. 5
Yes	Devolution of Estates Act, Sec. 6; Customary Land Rights Act, Secs. 5 and 6(2b)
No	No applicable provisions could be located
Yes	National Social Security and Insurance Trust Act, Art. 39
Yes	National Social Security and Insurance Trust Act, Art. 40
Yes	No applicable provisions could be located
Yes	Employment Act 2023, Sec. 72(2)
	No No Yes Yes No Yes Yes No Yes Yes Yes Yes

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	National Strategy for the Prevention of Adolescent Pregnancy and Child Marriage; Legal Aid Board; Family Support Units (FSU)
Are there special procedures for cases of sexual harassment?	Yes	Employment Act, 2023, Sec. 15; Sexual Offences (Amendment) Act, 2019, Sec. 3(42); Cyber Security and Crime Act, Part IX
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Ministry of Gender and Children's Affairs (MOGCA)
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
Mobility		





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access to information about marital and inheritance rights? Is anonymized sex-disaggregated data on property No Insufficient evidence located ownership published on a regular basis?	Are there mechanisms or incentives to encourage women to register immovable property?	Yes	<i>y c x y</i>
ownership published on a regular basis?	Are there awareness measures in place to improve women's access to information about marital and inheritance rights?		Insufficient evidence located
Pension	Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
	Pension		





Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	The National Social Security and Insurance Trust Act, Art. 53(1)





### WBL 2.0 distribution of expert opinion responses

	Almost no women Some women About half of all women	Most women	Almost all	women ■(N	o Response)	
	C	%	50%			
Safety	In practice, are women free from gender-based violence?	44.4%		33.3%	22.2%	
Mobility	In practice, do women enjoy the same freedom of movement as men?	55.6	\$%		44.4%	
Workplace	In practice, do women enjoy the same opportunities to enter the workplace as men?	11.1% 22.2%		44.4%	11.1% 11%	
Work	In practice, do women enjoy the same opportunities to remain in the workplace as men?	11.1% <mark>11.1%</mark> 11.1	1 <mark>%</mark> .	44.4%	11.1% 11%	
×	In practice, do women and men enjoy equal remuneration for work of equal value?	11.1% 22.2%	11.1%	22.2%	22.2% 11%	
Pay	In practice, do women and men have equal access to high paying jobs?	44.4%		22.2%	22.2% 11%	
Marriage	In practice, do women and men enjoy equal rights during marriage?	33.3%	33.3	3% 11.	1% 22.2%	
Marr	In practice, do women and men enjoy equal rights when getting a divorce?	22.2%	33.3%	11.1% <mark>11</mark> .	1% 22.2%	
poor	In practice, do women have access to paid leave for the birth of a child?	22.2%	33.3%	33.	3% 11%	
Parenthood	In practice, do men have access to paid leave for the birth of a child?*	33.3%	22.2%	11.1%	22.2% 11%	
Child- care	In practice, do women have access to affordable and quality childcare services?	(	66.7%	11.	1% 11.1% 11%	
Entrepreneurship	In practice, do women enjoy the same opportunities to start and run a business as men?	44.4%		33.3%	22.2%	
Entrepre	In practice, do women and men have equal access to credit?	44.4%			22.2%	
	In practice, do women and men enjoy equal rights to immovable property?	33.3%	22.2%	33.	3% 11%	
Pension Assets	In practice, do women and men enjoy equal pension benefits after retirement?	<mark>11.1%</mark> 22.2%		55.6%	11%	

\*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.

