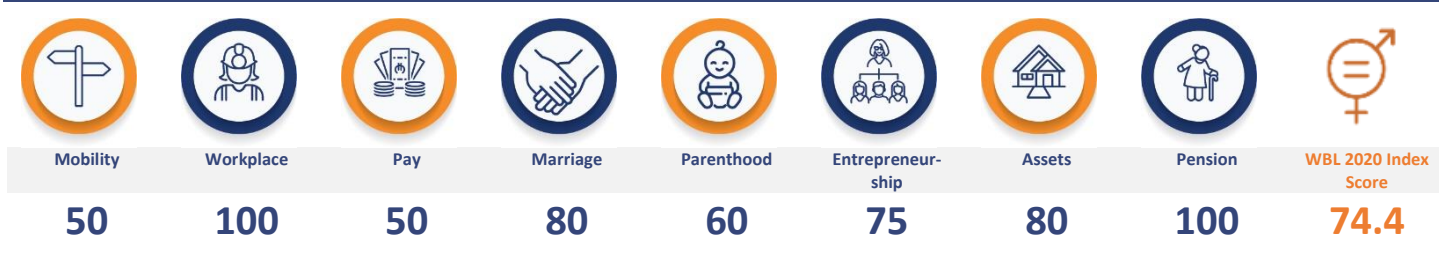


Benin

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the 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 (Cotonou). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Benin scores 74.4 out of 100**. The overall score for Benin is higher than the regional average observed across Sub-Saharan Africa (69.9).

Benin - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to laws affecting women’s decisions to work, and laws affecting the size of a women’s pension, Benin gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, and gender differences in property and inheritance, Benin could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Benin is on the indicator related to constraints on freedom of movement (the WBL2020 Mobility Indicator). To improve on the Mobility Indicator, Benin may wish to consider allowing women to choose where to live in the same way as men, and allowing women to apply for a passport in the same way as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Loi No. 2002-07 portant Code des Personnes et de la Famille, Arts. 15 et 156
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	No	Passport application procedures; Passport application form
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
	Can a woman get a job in the same way as a man?	Yes	Loi No. 2002-07 portant Code des Personnes et de la Famille, Art. 157
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Art. 4
	Is there legislation on sexual harassment in employment?	Yes	Loi No. 2011 - 26 du 09 Janvier 2012, Arts. 3 et 21-26; Loi No. 2006 - 19 du 17 juillet 2006, Arts. 1, 8 et 12
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Loi No. 2006 - 19 du 17 juillet 2006, Arts. 22-23 <i>Civil:</i> No applicable provisions could be located
	Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. 208
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: Code du Travail, Art. 169 Jobs deemed morally inappropriate: No restrictions could be located
Marriage	Are women able to work in the same industries as men?	No	Mining: No restrictions could be located Construction: Arrêté Ministériel No. 132 du 7 Novembre 2000, Arts. 6(3) et 7 Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	Loi No. 2002-07 portant Code des Personnes et de la Famille, Art. 153
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Loi N°2011-26 du 09 Janvier 2012, Arts. 2-3
Parenthood	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	No	Loi No. 2002-07 portant Code des Personnes et de la Famille, Art. 124
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 170
	Does the government pay 100% of maternity leave benefits?	No	Code du Travail, Art. 170; Code de Sécurité Sociale Arts. 49-50
	Is there paid paternity leave?	Yes	Convention Collective Générale du Travail du 3 décembre 2005, Art. 54
Entrepren.	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 171
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Loi No. 2002-07 portant Code des Personnes et de la Famille, Art. 173
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 man?	Yes	Loi No. 2002-07 portant Code des Personnes et de la Famille, Art. 175
	Do men and women have equal ownership rights to immovable property?	Yes	Constitution du Bénin, Arts. 22 et 26; Loi No. 2002-07 portant Code des Personnes et de la Famille, Art. 185
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Loi No. 2002-07 portant Code des Personnes et de la Famille, Art. 619
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Loi No. 2002-07 portant Code des Personnes et de la Famille, Arts. 630 et 634
Pension	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Loi No. 2002-07 portant Code des Personnes et de la Famille, Art. 185
	Does the law provide for the valuation of nonmonetary contributions?	No	Loi No. 2002-07 portant Code des Personnes et de la Famille, Art. 185
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Loi No. 21-1 du 22 mars 2010, Art. 1er Men: Loi No. 21-1 du 22 mars 2010, Art. 1er
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Loi No. 21-1 du 22 mars 21, Art. 1er Men: Loi No. 21-1 du 22 mars 2010, Art. 1er
Pension	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Code de Sécurité Sociale, Art. 101