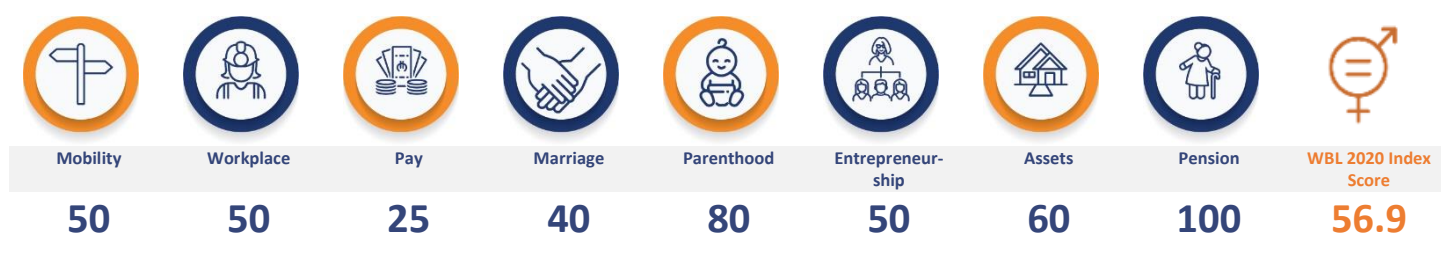


# Cameroon

*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 (Douala). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Cameroon scores 56.9 out of 100**. The overall score for Cameroon is lower than the regional average observed across Sub-Saharan Africa (69.9).

## Cameroon - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to laws affecting the size of a women's pension, Cameroon gets a perfect score.

### Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, 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, Cameroon could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Cameroon is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Cameroon may wish to consider mandating equal remuneration for work of equal value, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in all the same industries 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	Code Civil, Art. 215
	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	Decret N° 2013/002 du 04 Janvier 2013 Fixant les Conditions d'Etablissement des Passeports, Art. 12(3); Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	No	Ordonnance No. 81/02 du 29 Juin 1981 Portant Organisation de l'Etat Civil et Diverses Dispositions Relatives à l'Etat des Personnes Physiques, Art. 74(2); Code Civil, Art. 223
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	Yes	Loi No. 2016/007 du 12 Juillet 2016 portant Code Pénal, Art. 302-1
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal</i> : Loi No. 2016/007 du 12 juillet 2016 portant Code Pénal, Art. 302-1 <i>Civil</i> : 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 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: Arrêté No.16/MTLS du 27 mai 1969, Art. 6 Jobs deemed morally inappropriate: Arrêté No.16/MTLS du 27 mai 1969, Arts. 14-15
	Are women able to work in the same industries as men?	No	Mining: Arrêté No.16/MTLS du 27 mai 1969, Art. 8 Construction: Code du Travail, Art. 83 Factories: Code du Travail, Art. 82(2) Agriculture: No restrictions could be located Energy: Code du Travail, Art. 82(2) Water: No restrictions could be located Transportation: No restrictions could be located Other: Code du Travail, Art. 83
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	No	Code Civil, Art. 213
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	No	Ordonnance No. 81/02 du 29 Juin 1981 portant organisation de l'état civil et diverses dispositions relatives à l'état des personnes physiques, Art. 77
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 84
	Does the government pay 100% of maternity leave benefits?	Yes	Code du Travail, Art. 84(5)
	Is there paid paternity leave?	Yes	Convention Collective Nationale du Commerce 2017, Art. 64
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 84(1)
	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	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as a man?	No	Ordonnance No. 81/02 du 29 Juin 1981 Portant Organisation de l'Etat Civil et Diverses Dispositions Relatives à l'Etat des Personnes Physiques, Art. 75; Code Civil, Arts. 221, 222 et 1538
	Do men and women have equal ownership rights to immovable property?	No	Code Civil, Art. 1428
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code Civil, Arts. 723, 731 et 745
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code Civil, Arts. 723 et 767
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Code Civil, Arts. 1421 et 1428
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code Civil, Arts. 1400 et 1401
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Loi No. 69/LF/18 du 18 novembre 1969, Art. 8 Men: Loi No. 69/LF/18 du 18 novembre 1969, Art. 8
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	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	Loi No. 69/LF/18 du 18 novembre 1969, Art. 14(d)