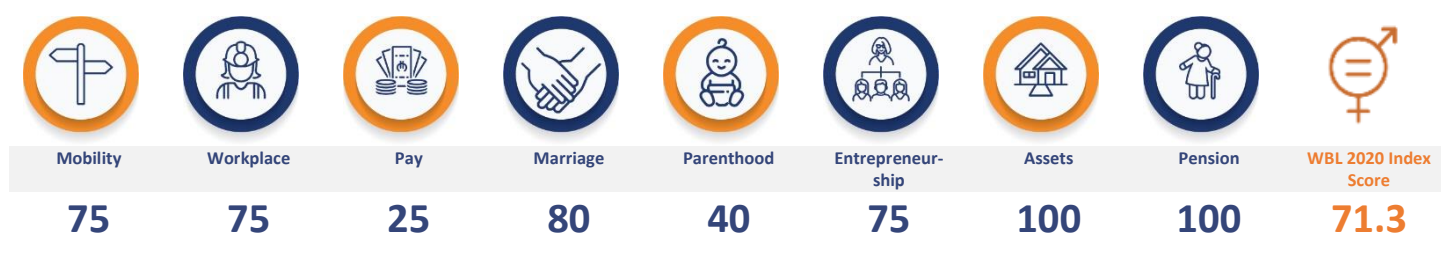


# Central African Republic

*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 (Bangui). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Central African Republic scores 71.3 out of 100**. The overall score for Central African Republic is higher than the regional average observed across Sub-Saharan Africa (69.9).

## Central African Republic - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to gender differences in property and inheritance, and laws affecting the size of a women's pension, Central African Republic 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, and constraints on women's starting and running a business, Central African Republic could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Central African Republic is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Central African Republic 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	Loi No. 97.013 Portant Code de la Famille, Arts. 88 et 255
	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?	Yes	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?	Yes	Loi No. 97.013 Portant Code de la Famille, Art. 257
	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. 06.032 du 27 Décembre 2006 portant Protection de la Femme contre la Violence, Arts. 5 et 25; Loi No. 10.001 du 6 Janvier portant Code Pénal Centrafricain, Art. 96
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Loi No. 06.032 du 27 Décembre 2006 portant Protection de la Femme contre la Violence, Arts. 5 et 25; Loi No. 10.001 du 6 Janvier portant Code Pénal Centrafricain, Art. 96 <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: Arrete General Relatif au Travail des Femmes, Art. 1 Jobs deemed arduous: Arrete General Relatif au Travail des Femmes, Art. 1 Jobs deemed morally inappropriate: Arrete General Relatif au Travail des Femmes, Arts. 1 et 15
	Are women able to work in the same industries as men?	No	Mining: Arrete General Relatif au Travail des Femmes, Arts. 3 et 10 Construction: Arrete General Relatif au Travail des Femmes, Art. 2 et 7 Factories: Arrete General Relatif au Travail des Femmes, Art. 3 Agriculture: Arrete General Relatif au Travail des Femmes, Art. 1 Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
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	Loi No. 97.013 Portant Code de la Famille, Art. 254
	Is there legislation specifically addressing domestic violence?	Yes	Loi No. 06.032 du 27 Décembre 2006 portant Protection de la Femme contre la Violence, Arts. 1 et 27
	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?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 255; Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Art. 77
	Does the government pay 100% of maternity leave benefits?	Yes	Code du Travail, Art. 255; Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Art. 76
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
Entreprene.	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
	Can a woman open a bank account in the same way as man?	Yes	Loi No. 97.013 Portant Code de la Famille, Art. 258
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Loi No. 97.013 Portant Code de la Famille, Arts. 382 et 383
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Loi No. 97.013 Portant Code de la Famille, Arts. 766 et 767
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Loi No. 97.013 Portant Code de la Famille, Art. 775
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Loi No. 97.013 Portant Code de la Famille, Arts. 382 et 383
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Loi No. 97.013 Portant Code de la Famille, Arts. 359, 360 and 365
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Art. 138 Men: Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Art. 138
	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: Code du Travail, Art. 146 Men: Code du Travail, Art. 146

	Are periods of absence due to child care accounted for in pension benefits?	Yes	Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Arts. 132 et 141
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