

Chad

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 (N'Djamena). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Chad scores 66.3 out of 100**. The overall score for Chad is lower than the regional average observed across Sub-Saharan Africa (69.9).

Chad - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to laws affecting the size of a women's pension, Chad 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, Chad could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Chad is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Chad may wish to consider 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?	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?	No	Code Civil, Art. 223
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Art. 6
	Is there legislation on sexual harassment in employment?	Yes	Loi N° 001/PR/2017 Portant Code Pénal, Art. 341
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	Criminal: Loi N° 001/PR/2017 Portant Code Pénal, Art. 341(a) Civil: No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. 246
	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: Code du Travail, Art. 336(c) Jobs deemed arduous: Décret No. 58/PR-MTJS-DTMOPS du 8 février 1969, Art. 1 Jobs deemed morally inappropriate: Code du Travail, Art. 336
	Are women able to work in the same industries as men?	No	Mining: Décret No. 58/PR-MTJS-DTMOPS du 8 Février 1969, Art. 7 Construction: Décret No. 58/PR-MTJS-DTMOPS du 8 Février 1969, Art. 9 Factories: Décret No. 58/PR-MTJS-DTMOPS du 8 Février 1969, Arts. 1 and 6 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
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code Civil, Art. 212
	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?	Yes	Loi N° 001/PR/2017 du 8 mai 2017 portant Code Pénal, Art. 342
	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	Civil Code, Art. 228
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 108
	Does the government pay 100% of maternity leave benefits?	No	Code du Travail, Art. 110
	Is there paid paternity leave?	Yes	Convention Collective Générale 12 Décembre 2002, Art. 60
Entrepreneurship	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 112
	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	Code Civil, Art. 216
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 a man?	No	Code Civil, Arts. 221, 222 et 1538
	Do men and women have equal ownership rights to immovable property?	No	Code Civil, Arts. 1421 et 1428
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code Civil, Arts. 745 et 758
Pension	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code Civil, Art. 767
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Code Civil, Arts. 1421 et 1428
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code Civil, Arts. 1387, 1400-1402, et 1404
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Décret No. 1144/27 du 28 Décembre 2007, Art. 1 Men: Décret No. 1144/27 du 28 Décembre 2007, Art. 1
	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. 178 Men: Code du Travail, Art. 178
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Décret No. 99/P/CSM du 26 avril 1978 portant organisation du régime d'assurance pensions, Art. 14(d)

