

Congo, Rep.

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 (Brazzaville). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Congo, Rep. scores 46.3 out of 100**. The overall score for Congo, Rep. is lower than the regional average observed across Sub-Saharan Africa (69.9).

Congo, Rep. - Scores for Women, Business and the Law 2020



Relative Strengths

Congo, Rep. does not attain a perfect score on any of the WBL2020 indicators. There is room for improvement across all eight indicators.

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, gender differences in property and inheritance, and laws affecting the size of a women's pension, Congo, Rep. could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Congo, Rep. is on the indicator related to laws affecting women's work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Congo, Rep. may wish to consider making the government administer 100% of maternity leave benefits, making paid leave available to fathers, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

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 de la Famille, Arts. 106 et 171
	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 Form; Décret No. 2013-226 Portant Institution du Passeport CEMAC Ordinaire, Arts. 6-8
	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	Code de la Famille, Art. 175
	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?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <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: Arrêté No. 3759 du 25 Novembre 1954 relatif au Travail des Femmes et des Femmes Enceintes en Afrique Equatoriale Française, Art. 1 Jobs deemed arduous: Code du Travail, Art. 117 Jobs deemed morally inappropriate: Arrêté No. 3759 du 25 Novembre 1954 relatif au Travail des Femmes et des Femmes Enceintes en Afrique Equatoriale Française, Arts. 1 et 15
	Are women able to work in the same industries as men?	No	Mining: Code du Travail, Art. 108; Arrêté No. 3759 du 25 Novembre 1954 relatif au Travail des Femmes et des Femmes Enceintes en Afrique Equatoriale Française, Arts. 1 et 7 Construction: Code du travail, Arts. 108; Arrêté No. 3759 du 25 Novembre 1954 relatif au Travail des Femmes et des Femmes Enceintes en Afrique Equatoriale Française, Art. 7 Factories: Code du Travail, Art. 108; Arrêté No. 3759 du 25 Novembre 1954 relatif au Travail des Femmes et des Femmes Enceintes en Afrique Equatoriale Française, Arts. 7 et 11 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 de Famille, Art. 166
	Can a woman be head of household in the same way as a man?	No	Code de la Famille, Art. 168
	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
	Does a woman have the same rights to remarry as a man?	No	Code de la Famille, Arts. 137
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 113
	Does the government pay 100% of maternity leave benefits?	No	Code du Travail, Art. 113
	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
Entrepren.	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 de la Famille, Art. 172
	Can a woman register a business in the same way as a man?	Yes	Loi Règlementant l'Exercice de la Profession de Commerçant en République du Congo, Arts. 2 et 26
	Can a woman open a bank account in the same way as man?	Yes	Code de la Famille, Art. 176
Assets	Do men and women have equal ownership rights to immovable property?	No	Code de la Famille, Arts. 217
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code de la Famille, Arts. 462, 473 et 474
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code de la Famille, Arts. 462 et 484
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Code de la Famille, Art. 217
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code de la Famille, Arts. 213, 214 et 220
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Loi No. 18/212 du 22 Août 212 portant Institution du Régime des Professionnels et des Pensions des Travailleurs du Secteur Privé, Arts. 99 et 101 Men: Loi No. 18/212 du 22 Août 212 portant Institution du Régime des Professionnels et des Pensions des Travailleurs du Secteur Privé, Arts. 99 et 101
	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?	No	No applicable provisions could be located
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