










Côte d'Ivoire

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 (Abidjan). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Côte d'Ivoire scores 83.1 out of 100**. The overall score for Côte d'Ivoire is higher than the regional average observed across Sub-Saharan Africa (69.9).

Côte d'Ivoire - Scores for Women, Business and the Law 2020

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2020 Index Score
100	100	50	60	80	75	100	100	83.1

Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, gender differences in property and inheritance, and laws affecting the size of a women's pension, Côte d'Ivoire gets a perfect score.

Areas for Improvement

However, when it comes to 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, Côte d'Ivoire could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Côte d'Ivoire is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Côte d'Ivoire 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)

Assets: Côte d'Ivoire granted spouses equal rights to immovable property and equal administrative authority over assets during marriage.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Loi N° 2019-570 du 26 juin 2019 relative au mariage, Art. 56
	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 form; Arrêté Interministériel No. 165 MI/MEF du 15 Mai 2008, as amended in January 2013
	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 N° 2019-570 du 26 juin 2019 relative au mariage, Art. 57
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Arts. 4 et 18.5
	Is there legislation on sexual harassment in employment?	Yes	Loi No. 2015-532 du 20 Juillet 2015 Portant Code du travail, Art. 5; Code Pénal, Art. 418
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal</i> : Code Pénal, Art. 418 <i>Civil</i> : Loi No. 2015-532 du 20 Juillet 2015 Portant Code du travail, Arts. 5 et 18.15
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. 31.2
	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: Décret No. 2018-272 du 7 mars 2018 relatif aux travaux interdits aux femmes et aux femmes enceintes, Art. 2 Jobs deemed arduous: Code du Travail, Art. 23.13 Jobs deemed morally inappropriate: Décret No. 2018-272 du 7 mars 2018 relatif aux travaux interdits aux femmes et aux femmes enceintes, Art. 2
	Are women able to work in the same industries as men?	No	Mining: Décret No. 2018-272 du 7 mars 2018 relatif aux travaux interdits aux femmes et aux femmes enceintes, Art. 5 Construction: Arrêté No. 5254 IGTL/AOF du 19 juillet 1954 relatif au travail des femmes et des femmes enceintes, Art. 3 Factories: Arrêté No. 5254 IGTL/AOF du 19 juillet 1954 relatif au travail des femmes et des femmes enceintes, Art. 3 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	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	Loi N° 2019-570 du 26 juin 2019 relative au mariage, Art. 51
	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	Loi N° 2019-570 du 26 juin 2019 relative au mariage, Art. 103
Parenthood	Does a woman have the same rights to remarry as a man?	No	Loi N° 2019-570 du 26 juin 2019 relative au mariage, Art. 6
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 23.6
	Does the government pay 100% of maternity leave benefits?	Yes	Code du Travail, Art. 23.11
	Is there paid paternity leave?	Yes	Code du Travail, Art. 25.12
Entrepren.	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 23.4
	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
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 N° 2019-570 du 26 juin 2019 relative au mariage, Art. 68
	Do men and women have equal ownership rights to immovable property?	Yes	Loi N° 2019-570 du 26 juin 2019 relative au mariage, Arts. 53 et 82
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Loi N° 2019-573 du 26 juin 2019 relative aux successions, Arts. 26 et 28
Pension	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Loi N° 2019-573 du 26 juin 2019 relative aux successions, Arts. 26, 27 et 36
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Loi N° 2019-570 du 26 juin 2019 relative au mariage, Arts. 53 et 82
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Loi N° 2019-570 du 26 juin 2019 relative au mariage, Arts. 52 et 92
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Ordonnance No. 2123 du 11 janvier 212, Art. 15 Men: Ordonnance No. 2123 du 11 janvier 212, Art. 15
Pension	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Ordonnance No. 2123 du 11 janvier 212, Art. 151 Men: Ordonnance No. 2123 du 11 janvier 212, Art. 151
	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 Portant Code de Prévoyance Sociale 1999, Art. 153(4)