

Equatorial Guinea

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 (Malabo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Equatorial Guinea scores 51.9 out of 100**. The overall score for Equatorial Guinea is lower than the regional average observed across Sub-Saharan Africa (69.9).

Equatorial Guinea - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to laws affecting women's pay, Equatorial Guinea gets a perfect score.

Areas for Improvement

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

For example, one of the lowest scores for Equatorial Guinea is on the indicator related to constraints on women's starting and running a business (the WBL2020 Entrepreneurship Indicator). To improve on the Entrepreneurship Indicator, Equatorial Guinea may wish to consider making access to credit easier for women by prohibiting gender-based discrimination in financial services, allowing women to sign a legally binding contract in the same way as men, allowing women to register a business in the same way as a men, and allowing women to open a bank account in the same way as a 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	Código Civil, Art. 58
	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	Código Civil, Arts. 60 y 1263
	Does the law prohibit discrimination in employment based on gender?	Yes	Ordenamiento General del Trabajo 212, Art. 1(3)(d)
	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?	Yes	Ordenamiento General del Trabajo 2012, Art. 63(1)
	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?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located 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?	No	Código Civil, Art. 57
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	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?	No	Código Civil, Art. 86
Parenthood	Does a woman have the same rights to remarry as a man?	No	Código Civil, Art. 45
	Is paid leave of at least 14 weeks available to mothers?	No	Ordenamiento General del Trabajo 212, Art. 59(3)
	Does the government pay 100% of maternity leave benefits?	Yes	Decreto n. 100/1990, Art. 31(1)
	Is there paid paternity leave?	Yes	Ordenamiento General del Trabajo 212, Art. 59(2)
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Ordenamiento General del Trabajo 2012, Art. 86(3)
	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?	No	Código Civil, Arts. 60 y 1263
	Can a woman register a business in the same way as a man?	No	Código Civil, Arts. 60 y 1263
Assets	Can a woman open a bank account in the same way as a man?	No	Código Civil, Arts. 60 y 1263
	Do men and women have equal ownership rights to immovable property?	No	Código Civil, Arts. 59 y 1412
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 807, 808, 840, 931, 932 y 939
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 838 y 952
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Código Civil, Arts. 59 y 1412
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 1315, 1392, 1396 y 1401
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Decreto n. 100/1990, Art. 47 Men: Decreto No. 100/1990, Art. 47
	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