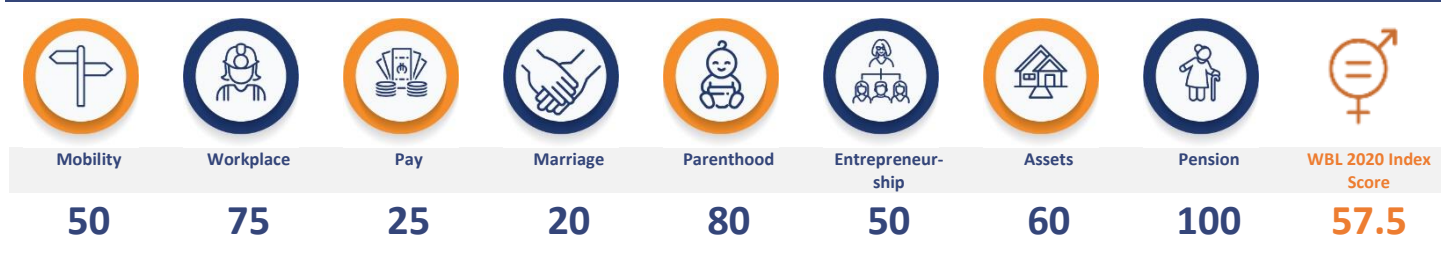


# Gabon

*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 (Libreville). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Gabon scores 57.5 out of 100**. The overall score for Gabon is lower than the regional average observed across Sub-Saharan Africa (69.9).

## Gabon - Scores for Women, Business and the Law 2020



### Relative Strengths

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

For example, one of the lowest scores for Gabon is on the indicator related to constraints related to marriage (the WBL2020 Marriage Indicator). To improve on the Marriage Indicator, Gabon may wish to consider no longer requiring a married woman to obey her husband, allowing women to be head of household, enacting legislation protecting women from domestic violence, and giving women the same rights to remarry 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. 254
	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 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. 261
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Art. 8
	Is there legislation on sexual harassment in employment?	Yes	Loi No. 010/2016 du 05/09/2016 portant lutte contre le harcèlement en milieu professionnel; Loi n°042/2018 du 05 juillet 2019 portant Code Pénal, Art. 402(3)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Loi n°042/2018 du 05 juillet 2019 portant Code Pénal, Art. 402(3) <i>Civil:</i> Loi No. 010/2016 du 05/09/2016 portant lutte contre le harcèlement en milieu professionnel
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: Code du Travail, Art. 207 Jobs deemed arduous: Code du Travail, Art. 178 Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: No restrictions could be located Construction: No restrictions could be located Factories: Code du Travail, Arts. 167; Décret n° 246/PR/MEEDD/MFAS du 19 juin 2012 fixant la nature des travaux interdits aux femmes, Art. 2 Agriculture: Décret No. 246/PR/MEEDD/MFAS du 19 juin 2012 fixant la nature des travaux interdits aux femmes, Art. 2 Energy: Décret n° 246/PR/MEEDD/MFAS du 19 juin 2012 fixant la nature des travaux interdits aux femmes, Art. 2 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	Code Civil, Art. 252
	Can a woman be head of household in the same way as a man?	No	Code Civil, Art. 253
	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	Civil Code, Arts. 214
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Arts. 171 et 173
	Does the government pay 100% of maternity leave benefits?	Yes	Code du Travail, Art. 173
	Is there paid paternity leave?	Yes	Convention Collective du Secteur Commerce (1983), Art. 41.1
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 170
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 Civil, Art. 255
	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?	No	Code Civil, Arts. 257 et 262
Assets	Do men and women have equal ownership rights to immovable property?	No	Code Civil, Arts. 335 et 336
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Loi no. 2/2015, Arts. 683 nouveau et 699 nouveau
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Loi no. 2/2015, Arts. 683 nouveau, 691 nouveau et 699 nouveau
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Code Civil, Art. 335
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code Civil, Art. 305
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Code de la Sécurité Sociale, Art. 75 Men: Code de la Sécurité Sociale, Art. 75
	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. 62 Men: Code du Travail, Art. 62
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Ordonnance No. 0022/PR/2007 du 21 aout 2007 instituant un Régime Obligatoire d'Assurance maladie et de garantie sociale, Art. 61