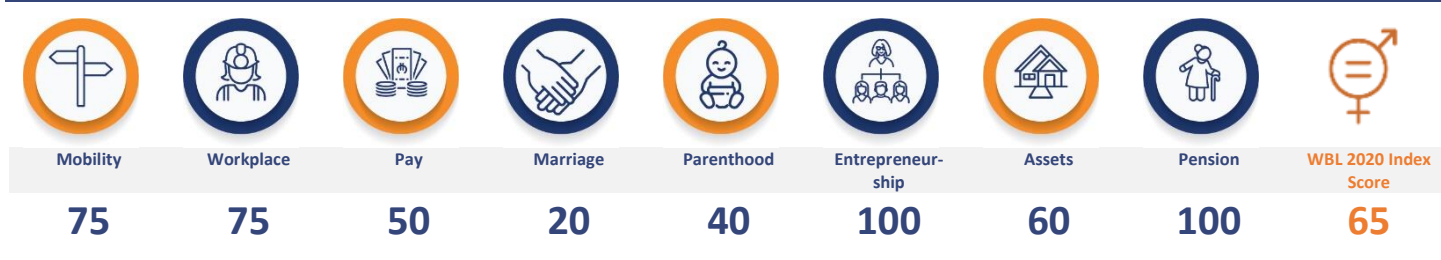


Guinea

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 (Conakry). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Guinea scores 65 out of 100**. The overall score for Guinea is lower than the regional average observed across Sub-Saharan Africa (69.9).

Guinea - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on women’s starting and running a business, and laws affecting the size of a women’s pension, 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, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, and gender differences in property and inheritance, Guinea could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Guinea is on the indicator related to constraints related to marriage (the WBL2020 Marriage Indicator). To improve on the Marriage Indicator, Guinea may wish to consider allowing women to be head of household, enacting legislation protecting women from domestic violence, allowing women to obtain a divorce in the same way as a man, 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 de la Republique de Guinée, Arts. 247 et 331
	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; Passport application form
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
	Can a woman get a job in the same way as a man?	No	Code Civil de la Republique de Guinée, Art. 328
	Does the law prohibit discrimination in employment based on gender?	Yes	Loi L/214/72/CNT du 1 janvier 214, Art. 4
	Is there legislation on sexual harassment in employment?	Yes	Code du Travail, Arts. 8 et 9
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Code Pénal, Art. 277 <i>Civil:</i> Code du Travail, Arts. 8 et 172.10
	Does the law mandate equal remuneration for work of equal value?	Yes	Loi L/2014/072/CNT du 10 Janvier 2014, Art.241.2
	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: Code du Travail, Art. 231.5 Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
Marriage	Are women able to work in the same industries as men?	No	Mining: Arrêté No. 1392/MASE/DNTLS/90 du 15 Mai 1990, Art. 3 Construction: Arrêté No. 1392/MASE/DNTLS/9 du 15 Mai 199, Arts. 1 et 3-6 Factories: Code du Travail, Art. 136.1 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
	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code Civil de la Republique de Guinée, Art. 323
	Can a woman be head of household in the same way as a man?	No	Code Civil de la Republique de Guinée, Art. 324
	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	Code Civil de la Republique de Guinée, Arts. 341-343
Parenthood	Does a woman have the same rights to remarry as a man?	No	Code Civil de la Republique de Guinée, Art. 355
	Is paid leave of at least 14 weeks available to mothers?	Yes	Loi L/214/72/CNT du 1 janvier 214, Art. 153.1
	Does the government pay 100% of maternity leave benefits?	No	Loi L/214/72/CNT du 1 Janvier 214, Art. 153.3
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Loi L/2014/072/CNT du 10 janvier 2014, Art. 153.5
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Loi No. 2016/059 portant Code Pénal, Arts. 313-316
	Can a woman sign a contract in the same way as a man?	Yes	Code Civil de la Republique de Guinée, Art. 325
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as a man?	Yes	Code Civil de la Republique de Guinée, Art. 325
	Do men and women have equal ownership rights to immovable property?	Yes	Code Civil de la Republique de Guinée, Art. 325
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code Civil de la Republique de Guinée, Arts. 488, 489 et 495
	Do female and male surviving spouses have equal rights to inherit assets?	No	Code Civil de la Republique de Guinée, Arts. 488, 489 et 485
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code Civil de la Republique de Guinée, Art. 325
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	Code Civil de la Republique de Guinée, Art. 325
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Code de la Sécurité Sociale, Art. 49 Men: Code de la Sécurité Sociale, Art. 49
	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. 172.34 Men: Code du Travail, Art. 172.34
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Loi n°1994-6/CTRN du 14 février 1994 portant Code de la sécurité sociale, Art. 53