

# Rwanda

*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 (Kigali). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Rwanda scores 78.1 out of 100**. The overall score for Rwanda is higher than the regional average observed across Sub-Saharan Africa (69.9).

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



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, and gender differences in property and inheritance, Rwanda 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, constraints on women's starting and running a business, and laws affecting the size of a women's pension, Rwanda could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Rwanda is on the indicator related to laws affecting women's work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Rwanda may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, 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?	Yes	Law No. 32/2016 Governing Persons and Family, Art. 55
	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
	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	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Law No. 66/2018 of 30/08/2018 Regulating Labour in Rwanda, Art. 9
	Is there legislation on sexual harassment in employment?	Yes	Law on Prevention and Punishment of Gender-Based Violence, Art. 24; Organic Law Instituting the Penal Code, Art. 203; Law Regulating Labor in Rwanda, Arts. 9-11
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Law on Prevention and Punishment of Gender-Based Violence, Art. 24; Organic Law Instituting the Penal Code, Art. 203 <i>Civil:</i> Law on Prevention and Punishment of Gender-Based Violence, Arts. 24 and 38
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?	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?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	Law No. 32/2016 Governing Persons and Family, Arts. 206, 209 and 332
	Is there legislation specifically addressing domestic violence?	Yes	Law on Prevention and Punishment of Gender-Based Violence
	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	Loi N° 42/1988. Titre Préliminaire et Livre Premier du Code Civil, Art. 176
Parenthood	Is paid leave of at least 14 weeks available to mothers?	No	Law No. 66/2018 of 30/08/2018 Regulating Labour in Rwanda, Art. 56
	Does the government pay 100% of maternity leave benefits?	No	The Ministerial order N° 007/16/10/TC of 28/10/2016, Art. 23
	Is there paid paternity leave?	Yes	Ministerial Order No. 3 of 13/7/2010, Art. 2
	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
Entreprene.	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
	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	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Law Governing Matrimonial Regimes, Donations and Successions, Art. 6
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law Governing Matrimonial Regimes, Donations and Successions, Arts. 54 and 73
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Law Governing Matrimonial Regimes, Donations and Successions, Art. 75
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Law Governing Matrimonial Regimes, Donations and Successions, Art. 6
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Law Governing Matrimonial Regimes, Donations and Successions, Arts. 3, 4, 5 and 19
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Law N° 05/2015 of 30/03/2015 governing the organization of pension schemes, Art. 18 Men: Law N° 05/2015 of 30/03/2015 governing the organization of pension schemes, Art. 18
	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