

# Senegal

*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 (Dakar). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Senegal scores 63.8 out of 100**. The overall score for Senegal is lower than the regional average observed across Sub-Saharan Africa (69.9).

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



### Relative Strengths

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

For example, one of the lowest scores for Senegal is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Senegal may wish to consider mandating equal remuneration for work of equal value, 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)

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 de la Famille, Art. 153
	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?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	Yes	Code Pénal, Art. 319 bis
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal</i> : Code Pénal, Art. 319 bis <i>Civil</i> : No applicable provisions could be located
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: Arrêté Relatif au Travail des Femmes et des Femmes Enceintes, Art. 1 Jobs deemed arduous: Arrêté Relatif au Travail des Femmes et des Femmes Enceintes, Art. 1 Jobs deemed morally inappropriate: Arrêté Relatif au Travail des Femmes et des Femmes Enceintes, Arts. 1 et 15
	Are women able to work in the same industries as men?	No	Mining: Arrêté Relatif au Travail des Femmes et des Femmes Enceintes, Art. 9 Construction: Arrêté Relatif au Travail des Femmes et des Femmes Enceintes, Art. 6 Factories: Arrêté Relatif au Travail des Femmes et des Femmes Enceintes, Art. 10 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?	No	Code de la Famille, Art. 152
	Is there legislation specifically addressing domestic violence?	Yes	Code Pénal, Arts. 297 et 297 bis
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	No	Code de la Famille, Art. 112
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 143
	Does the government pay 100% of maternity leave benefits?	Yes	Code de la Sécurité Sociale, Art. 132
	Is there paid paternity leave?	Yes	Convention Collective Nationale Interprofessionnelle 1982, Art. 18
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
	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 des Obligations Civiles et Commerciales du Sénégal, Art. 57
	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 man?	Yes	Code de la Famille, Art. 374
	Do men and women have equal ownership rights to immovable property?	Yes	Constitution de la République du Sénégal, Art. 19
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Code de la Famille, Art. 601-604
	Do female and male surviving spouses have equal rights to inherit assets?	No	Code de la Famille, Art. 601, 603 et 608-610
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code de la Famille, Art. 380
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Code du Travail, Art. 69; Accord interprofessionnel national sur la retraite à soixante (60) ans dans le secteur privé, Arts. 1 et 3 Men: Code du Travail, Art. 69; Accord interprofessionnel national sur la retraite à soixante (60) ans dans le secteur privé, Arts. 1 et 3
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Code du Travail, Art. 69; Règlement intérieur n° 1 de l'IPRES relatif au régime général de retraite, Art. 13 Men: Code du Travail, Art. 69; Règlement intérieur n° 1 de l'IPRES relatif au régime général de retraite, Art. 13
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Code du Travail, Art. 69; Accord interprofessionnel national sur la retraite à soixante (60) ans dans le secteur privé, Art. 5 Men: Code du Travail, Art. 69; Accord interprofessionnel national sur la retraite à soixante (60) ans dans le secteur privé, Art. 5
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Règlement Interieur N 2, Art. 16(b)

