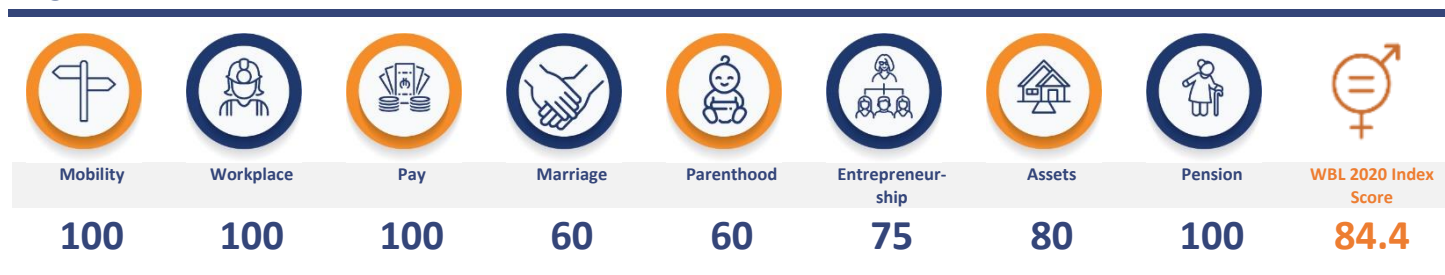


Togo

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 (Lomé). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Togo scores 84.4 out of 100**. The overall score for Togo is higher than the regional average observed across Sub-Saharan Africa (69.9).

Togo - 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, laws affecting women’s pay, and laws affecting the size of a women’s pension, Togo gets a perfect score.

Areas for Improvement

However, when it comes to 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, Togo could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Togo is on the indicator related to constraints related to marriage (the WBL2020 Marriage Indicator). To improve on the Marriage Indicator, Togo may wish to consider 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?	Yes	Loi No. 2012-014 du 6 Juillet 2012 Portant Code des Personnes et de la Famille, Art. 102
	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	Loi No. 2012-014 du 6 Juillet 2012 Portant Code des Personnes et de la Famille, Art. 107
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Arts. 3 and 39
	Is there legislation on sexual harassment in employment?	Yes	Loi n° 2015-010 portant Code pénal, Arts. 399 et 400; Code du Travail, Arts. 40-42 et 301
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Loi n° 2015-010 portant Code pénal, Arts. 399 et 400; Code du Travail, Arts. 40 et 301 <i>Civil:</i> Code du Travail, Arts. 40-42
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. 118
	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	Loi No. 2014-019 Portant Modification de la Loi No. 2012-014 Portant Code des Personnes et de la Famille, Art. 99
	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
Parenthood	Does a woman have the same rights to remarry as a man?	No	Code des Personnes et de la Famille, Arts. 52, 145 et 146
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 148
	Does the government pay 100% of maternity leave benefits?	No	Code du Travail, Art. 148
	Is there paid paternity leave?	Yes	Convention Collective Interprofessionnelle du 2 décembre 2011, Art. 45
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 60
	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	Loi No. 2012-014 du 6 Juillet 2012 Portant Code des Personnes et de la Famille, Art.103
	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	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Code des Personnes et de la Famille, Art. 363
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code des Personnes et de la Famille, Arts. 413, 414 et 426
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code des Personnes et de la Famille, Arts. 413, 414 et 430
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code des Personnes et de la Famille, Art. 363
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: Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42 Men: Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42 Men: Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42
	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?	Yes	Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 79(2)