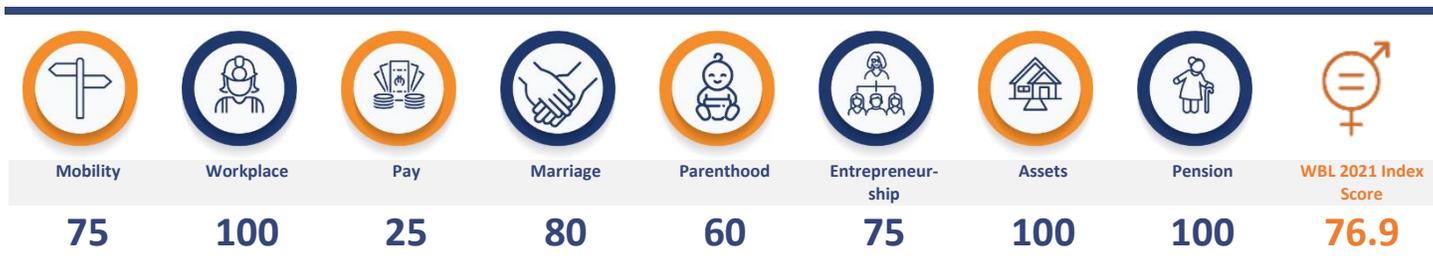


Central African Republic

Women, Business and the Law 2021 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 (Bangui). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Central African Republic scores 76.9 out of 100**. The overall score for Central African Republic is higher than the regional average observed across Sub-Saharan Africa (71). Within the Sub-Saharan Africa region, the maximum score observed is 91.9 (Mauritius).

Central African Republic - Scores for Women, Business and the Law 2021



Relative Strengths

When it comes to laws affecting women's decisions to work, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Central African Republic gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, and constraints on women's starting and running a business, Central African Republic could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Central African Republic is on the indicator related to laws affecting women's pay (the WBL2021 Pay Indicator). To improve on the Pay Indicator, Central African Republic 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 an industrial job in the same way as men.

Recent Reforms

No reforms were observed during the past year.



Further data details for Central African Republic are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/central-african-republic/2021>

| | QUESTION | ANSWER | LEGAL BASIS |
|------------|--|--------|--|
| Mobility | Can a woman choose where to live in the same way as a man? | No | Code de la Famille, Arts. 88 et 255 |
| | 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 | Code de la Famille, Art. 257 |
| | Does the law prohibit discrimination in employment based on gender? | Yes | Code du Travail, Secs. 10, 185 and 222 |
| | Is there legislation on sexual harassment in employment? | Yes | Loi No. 06.032 du 27 Décembre 2006 portant Protection de la Femme contre la Violence, Arts. 5 et 25; Loi No. 10.001 du 6 Janvier portant Code Pénal Centrafricain, Art. 96 |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Loi No. 06.032 du 27 Décembre 2006 portant Protection de la Femme contre la Violence, Arts. 5 et 25; Loi No. 10.001 du 6 Janvier portant Code Pénal Centrafricain, Art. 96 <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 a woman work at night in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman work in a job deemed dangerous in the same way as a man? | No | Arrete General Relatif au Travail des Femmes, Arts. 1 et 15 |
| | Can a woman work in an industrial job in the same way as a man? | No | Arrete General Relatif au Travail des Femmes, Arts. 1, 2, 3, 7 et 10 |
| 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. 254 |
| | Is there legislation specifically addressing domestic violence? | Yes | Loi No. 06.032 du 27 Décembre 2006 portant Protection de la Femme contre la Violence, Arts. 1, 9 et 29 |
| | 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? | Yes | No restrictions could be located |
| Parenthood | Is paid leave of at least 14 weeks available to mothers? | Yes | Code du Travail, Art. 255; Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Art. 77 |
| | Does the government pay 100% of maternity leave benefits? | Yes | Code du Travail, Art. 255; Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Art. 76 |
| | Is paid leave available to fathers? | Yes | Convention Collective du Commerce de la République Centrafricaine, Art. 27 |
| | 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 |
| 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 | 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 | Code de la Famille, Art. 258 |
| Assets | Do men and women have equal ownership rights to immovable property? | Yes | Code de la Famille, Arts. 382 et 383 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Code de la Famille, Arts. 766 et 767 |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Code de la Famille, Art. 775 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Code de la Famille, Arts. 382 et 383 |
| | Does the law provide for the valuation of nonmonetary contributions? | Yes | Code de la Famille, Arts. 359, 360 and 365 |
| Pension | Is the age at which men and women can retire with full pension benefits the same? | Yes | Women: Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Art. 138 Men: Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Art. 138 |
| | Is the age at which men and women can retire with partial pension benefits the same? | Yes | Women: No applicable provisions could be located Men: No applicable provisions could be located |
| | Is the mandatory retirement age for men and women the same? | Yes | Women: Code du Travail, Art. 146 Men: Code du Travail, Art. 146 |
| | Are periods of absence due to child care accounted for in pension benefits? | Yes | Décret No. 09.116 fixant les modalités d'application de la loi No. 06.035 du 28 décembre 2006 portant Code de Sécurité Sociale de la République Centrafricaine, Arts. 132 et 141 |