

Burundi

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 (Bujumbura). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Burundi scores 76.3 out of 100**. The overall score for Burundi is higher than the regional average observed across Sub-Saharan Africa (71.5). Within the Sub-Saharan Africa region, the maximum score observed is 89.4 (Mauritius).

Burundi - Scores for Women, Business and the Law 2022



Relative Strengths

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

For example, one of the lowest scores for Burundi is on the indicator measuring laws affecting women's work after having children (the WBL2022 Parenthood indicator). To improve on the Parenthood indicator, Burundi may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, and making paid parental leave available.

Recent Reforms

During the past year (October 2nd, 2020 – October 1st, 2021), Burundi mandated equal remuneration for work of equal value.



Further data details for Burundi are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/burundi/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Code des Personnes et de la Famille, Art. 124
	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	Ordonnance Ministérielle No. 530/626, Art. 1; 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 des Personnes et de la Famille, Art. 127
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Art. 14
	Is there legislation on sexual harassment in employment?	Yes	Loi No. 1/27 du 29 décembre 2017 portant révision du code pénal, Art. 586; Loi No. 1/13 du 22 septembre 2016 portant prévention, protection des victimes et répression des violences basées sur le genre, Art. 2(n)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Loi No. 1/27 du 29 décembre 2017 portant révision du Code pénal, Art. 586 <i>Civil:</i> Loi No. 1/13 du 22 septembre 2016 portant prévention, protection des victimes et répression des violences basées sur le genre, Arts. 2(f), 2(n) et 58
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. 184
	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?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code des Personnes et de la Famille, Art. 122
	Can a woman be head of household in the same way as a man?	No	Code des Personnes et de la Famille, Art. 122
	Is there legislation specifically addressing domestic violence?	Yes	Loi No. 1/27 du 29 décembre 2017 portant révision du code pénal, Art. 558; Loi No. 1/13 du 22 septembre 2016 portant prévention, protection des victimes et répression des violences basées sur le genre
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Code des Personnes et de la Famille, Art. 158
Parenthood	Does a woman have the same rights to remarry as a man?	No	Code des Personnes et de la Famille, Art. 102
	Is paid leave of at least 14 weeks available to mothers?	No	Code du Travail, Art. 109
	Does the government pay 100% of maternity leave benefits?	No	Code du Travail, Art. 111; Code de la Sécurité Sociale, Art. 34
	Is paid leave available to fathers?	Yes	Ordonnance Ministérielle No. 110/172 du 18 Novembre 1971, Art. 2
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 110
	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	Code des Personnes et de la Famille, Art. 126
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Code Civil, Préliminaires, Art. 1
	Do female and male surviving spouses have equal rights to inherit assets?	No	Code Civil, Préliminaires, Art. 1
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code des Personnes et de la Famille, Art. 126
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code des Personnes et de la Famille, Art. 126
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Code de la Sécurité Sociale, Arts. 67-68. Men: Code de la Sécurité Sociale, Arts. 67-68
	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. 164. Men: Code du Travail, Art. 164
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located