



# Central African Republic

*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 (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 (71.5). Within the Sub-Saharan Africa region, the maximum score observed is 89.4 (Mauritius).

## Central African Republic - Scores for *Women, Business and the Law 2022*



## 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 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 measuring laws affecting women's pay (the WBL2022 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 (October 2nd, 2020 – October 1st, 2021).



Further data details for Central African Republic are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/central-african-republic/2022>





	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	Arrête 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	Arrête General Relatif au Travail des Femmes, Arts. 1-3, 7 et 10
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code de la Famille, Arts. 251 et 252
	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	Code de la Famille, Arts. 51, 266 et 267
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Code de la Famille, Art. 300
	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
Entrepreneurship	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
	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 de la Famille, Arts. 1 et 2
Assets	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
	Do men and women have equal ownership rights to immovable property?	Yes	Code de la Famille, Arts. 369, 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
Pension	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 et 360
	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 childcare 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

