

# Congo, Rep.

*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 (Brazzaville). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Republic of the Congo scores 49.4 out of 100**. The overall score for Republic of the Congo is lower 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).

## Republic of the Congo - Scores for Women, Business and the Law 2022



### Relative Strengths

When it comes to laws affecting the size of a woman's pension, Republic of the Congo 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 starting and running a business, and gender differences in property and inheritance, Republic of the Congo could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Republic of the Congo is on the indicator measuring laws affecting women's work after having children (the WBL2022 Parenthood indicator). To improve on the Parenthood indicator, Republic of the Congo may wish to consider making the government administer 100% of maternity leave benefits, making paid leave available to fathers, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

### Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Republic of the Congo are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/congo-rep/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. 106 et 171
	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?	No	Décret No. 2013-226 Portant Institution du Passeport CEMAC Ordinaire, Arts. 6-8; 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	Code de la Famille, Art. 175
	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?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <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	Code du Travail, Art. 117; Arrêté No. 3759 du 25 Novembre 1954 relatif au Travail des Femmes et des Femmes Enceintes en Afrique Equatoriale Française, Arts. 1 et 15
	Can a woman work in an industrial job in the same way as a man?	No	Code du Travail, Arts. 108 et 112; Arrêté No. 3759 du 25 Novembre 1954 relatif au Travail des Femmes et des Femmes Enceintes en Afrique Equatoriale Française, Arts. 1, 7 et 11
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code de Famille, Art. 166
	Can a woman be head of household in the same way as a man?	No	Code de la Famille, Art. 168
	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
	Does a woman have the same rights to remarry as a man?	No	Code de la Famille, Art. 137
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 113
	Does the government pay 100% of maternity leave benefits?	No	Code du Travail, Art. 113
	Is paid leave available to fathers?	No	No applicable provisions could be located
	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
Entrepreneurship	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, Art. 172
	Can a woman register a business in the same way as a man?	Yes	Loi Réglementant l'Exercice de la Profession de Commerçant, Arts. 2 et 26
	Can a woman open a bank account in the same way as man?	Yes	Code de la Famille, Art. 176
Assets	Do men and women have equal ownership rights to immovable property?	No	Code de la Famille, Art. 217
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code de la Famille, Arts. 462, 473 et 474
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code de la Famille, Arts. 462 et 484
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Code de la Famille, Art. 217
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code de la Famille, Arts. 207 et 220
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Loi No. 18/2012 du 22 Août 2012 portant Institution du Régime des Professionnels et des Pensions des Travailleurs du Secteur Privé, Arts. 99 et 101. Men: Loi No. 18/2012 du 22 Août 2012 portant Institution du Régime des Professionnels et des Pensions des Travailleurs du Secteur Privé, Arts. 99 et 101
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: Loi No. 22-2010 du 30 décembre 2010; Code de Sécurité Sociale, Art. 145. Men: Loi No. 22-2010 du 30 décembre 2010; Code de Sécurité Sociale, Art. 145
	Is the mandatory retirement age for men and women the same?	Yes	Women: Loi No. 22-2010 du 30 décembre 2010, Art. 3. Men: Loi No. 22-2010 du 30 décembre 2010, Art. 3
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Code de Sécurité Sociale, Art. 161

