

Gabon

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 (Libreville). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Gabon scores 82.5 out of 100**. The overall score for Gabon 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).

Gabon - Scores for Women, Business and the Law 2022



Relative Strengths

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

For example, one of the lowest scores for Gabon is on the indicator measuring laws affecting women's pay (the WBL2022 Pay indicator). To improve on the Pay indicator, Gabon 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

During the past year (October 2nd, 2020 – October 1st, 2021), Gabon granted spouses equal rights to immovable property and equal administrative authority over assets during marriage. Gabon allowed women to open a bank account in the same way as men and made access to credit easier for women by prohibiting gender-based discrimination in financial services. Gabon no longer requires a married woman to obey her husband and allows women to be head of household in the same way as men. Gabon also enacted legislation protecting women from domestic violence. Gabon allowed women to choose where to live in the same way as men. Gabon allowed a woman to get a job without permission from her husband.



Further data details for Gabon are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/gabon/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Code Civil, Arts. 114 nouveau et 254 nouveau
	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	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 Civil, Art. 261 nouveau
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Art. 8
	Is there legislation on sexual harassment in employment?	Yes	Loi No. 010/2016 du 05/09/2016 portant lutte contre le harcèlement en milieu professionnel; Loi No.042/2018 du 05 juillet 2019 portant Code Pénal, Art. 402(3); Loi portant élimination des violences faites aux femmes, Art. 41
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminai</i> : Loi No. 010/2016 du 05/09/2016 portant lutte contre le harcèlement en milieu professionnel; Loi No.042/2018 du 05 juillet 2019 portant Code Pénal, Art. 402(3); Loi portant élimination des violences faites aux femmes, Art. 41 <i>Civil</i> : Loi No. 010/2016 du 05/09/2016 portant lutte contre le harcèlement en milieu professionnel
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, Arts. 178 et 207
	Can a woman work in an industrial job in the same way as a man?	No	Code du Travail, Arts. 167; Décret No. 246/PR/MEEDD/MFAS du 19 juin 2012 fixant la nature des travaux interdits aux femmes, Art. 2
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code Civil, Art. 252 nouveau
	Can a woman be head of household in the same way as a man?	Yes	Code Civil, Art. 253 nouveau
	Is there legislation specifically addressing domestic violence?	Yes	Loi portant élimination des violences faites aux femmes, Art. 2
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Code Civil, Arts. 266-265
Parenthood	Does a woman have the same rights to remarry as a man?	No	Code Civil, Art. 214
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Arts. 171 et 173
	Does the government pay 100% of maternity leave benefits?	Yes	Code du Travail, Art. 173
	Is paid leave available to fathers?	Yes	Convention Collective du Secteur Commerce (1983), Art. 41.1
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 170
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Code Pénal 2021, Arts. 291-3 et 291-4
	Can a woman sign a contract in the same way as a man?	Yes	Code Civil, Art. 255
	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	Code Civil, Arts. 257 nouveau et 262 nouveau
	Do men and women have equal ownership rights to immovable property?	Yes	Code Civil, Arts. 335 nouveau et 336 nouveau
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Loi No. 002/2015, Arts. 683 nouveau et 699 nouveau
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Loi No. 002/2015, Arts. 683 nouveau, 691 nouveau et 699 nouveau
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code Civil, Art. 335 nouveau
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code Civil, Art. 305
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Code de la Sécurité Sociale, Art. 75. Men: Code de la Sécurité Sociale, Art. 75
	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: Décret No. 1498/PR/MTEPS du 29 décembre 2011, Art. 2. Men: Décret No. 1498/PR/MTEPS du 29 décembre 2011, Art. 2
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Loi No. 6/75 du 25 Novembre 1975, portant Code de la Sécurité sociale, Art. 99