

# Guinea

*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 (Conakry). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Guinea scores 73.8 out of 100**. The overall score for Guinea 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).

## Guinea - 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, constraints on women starting and running a business, and laws affecting the size of a woman's pension, Guinea gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, and gender differences in property and inheritance, Guinea could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Guinea is on the indicator measuring laws affecting women's work after having children (the WBL2022 Parenthood indicator). To improve on the Parenthood indicator, Guinea 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 Guinea are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/guinea/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Code Civil, Arts. 294
	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; 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 Civil, Art. 291
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Art. 4
	Is there legislation on sexual harassment in employment?	Yes	Code du Travail, Arts. 8 et 9
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Code Pénal, Art. 277 <i>Civil:</i> Code du Travail, Arts. 8 et 172.10
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. 241.2
	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. 231.5
	Can a woman work in an industrial job in the same way as a man?	No	Arrêté No. 1392/MASE/DNTLS/9 du 15 Mai 1990, Arts. 1 et 3-6; Code du Travail, Art. 136.1
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code Civil, Art. 286
	Can a woman be head of household in the same way as a man?	Yes	Code Civil, Arts. 260 et 287
	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	Code Civil, Arts. 305-319
Parenthood	Does a woman have the same rights to remarry as a man?	No	Code Civil, Arts. 246 et 336
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 153.1
	Does the government pay 100% of maternity leave benefits?	No	Code du Travail, Art. 153.3
	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?	Yes	Code Pénal, Arts. 313-316
	Can a woman sign a contract in the same way as a man?	Yes	Code Civil, Art. 288
	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 a man?	Yes	Code Civil, Art. 288
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Code Civil, Art. 652
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code Civil, Arts. 666-667, 672 et 680
	Do female and male surviving spouses have equal rights to inherit assets?	No	Code Civil, Arts. 695
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code Civil, Art. 652
	Does the law provide for the valuation of nonmonetary contributions?	No	Code Civil, Art. 619
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Code de la Sécurité Sociale, Art. 49. Men: Code de la Sécurité Sociale, Art. 49
	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. 172.34. Men: Code du Travail, Art. 172.34
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Code de la Sécurité Sociale, Art. 53