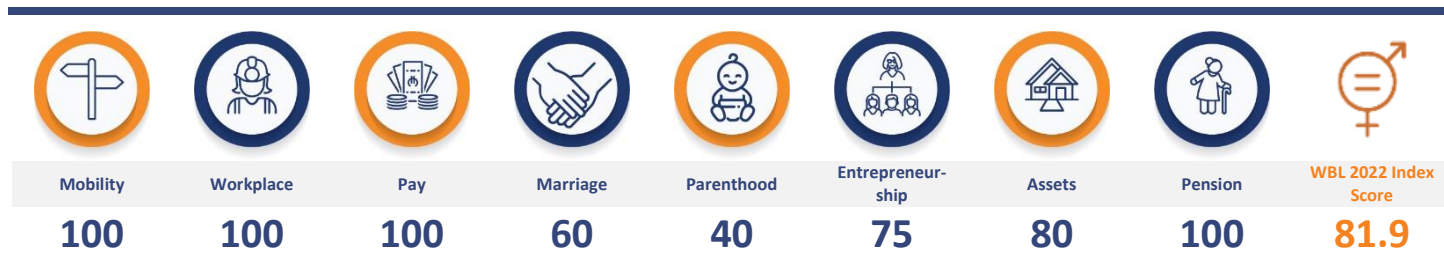


Togo

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 (Lomé). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Togo scores 81.9 out of 100**. The overall score for Togo 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).

Togo - 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, laws affecting women's pay, and laws affecting the size of a woman's pension, Togo 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, and gender differences in property and inheritance, Togo could consider reforms to improve legal equality for women.

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

Recent Reforms

During the past year (October 2nd, 2020 – October 1st, 2021), Togo introduced new legislation which no longer prohibits the dismissal of pregnant workers.



Further data details for Togo are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/togo/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. 102
	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 des Personnes et de la Famille, Art. 107
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Arts. 4 and 39
	Is there legislation on sexual harassment in employment?	Yes	Loi No. 2015-010 portant Code pénal, Arts. 399 et 400; Code du Travail, Arts. 40-42 et 301
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Loi No. 2015-010 portant Code pénal, Arts. 399 et 400; Code du Travail, Arts. 40 et 301 <i>Civil:</i> Code du Travail, Arts. 40-42
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. 155
	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	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	Code des Personnes et de la Famille, Art. 99
	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 des Personnes et de la Famille, Art. 126
Parenthood	Does a woman have the same rights to remarry as a man?	No	Code des Personnes et de la Famille, Arts. 52, 145 et 146
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 190
	Does the government pay 100% of maternity leave benefits?	No	Code du Travail, Art. 190; Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Arts. 37-40
	Is paid leave available to fathers?	Yes	Convention Collective Interprofessionnelle du 2 Décembre 2011, Art. 45
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	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 des Personnes et de la Famille, Art. 103
	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	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Code des Personnes et de la Famille, Art. 363
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code des Personnes et de la Famille, Arts. 413, 414 et 426
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code des Personnes et de la Famille, Arts. 413, 414 et 427-430
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code des Personnes et de la Famille, Art. 363
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42. Men: Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42. Men: Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 79(2)