










Congo, Dem. Rep.

Women, Business and the Law 2023 (WBL2023) 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 (Kinshasa). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Democratic Republic of the Congo scores 78.8 out of 100**. The overall score for Democratic Republic of the Congo is higher than the regional average observed across Sub-Saharan Africa (72.6). Within the Sub-Saharan Africa region, the maximum score observed is 95 (Côte d'Ivoire and Gabon).

Democratic Republic of the Congo - Scores for *Women, Business and the Law 2023*

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2023 Index Score
100	100	50	40	80	100	60	100	78.8

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, Democratic Republic of the Congo 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, Democratic Republic of the Congo could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Democratic Republic of the Congo is on the indicator measuring constraints related to marriage (the WBL2023 Marriage indicator). To improve on the Marriage indicator, Democratic Republic of the Congo may wish to consider allowing women to be head of household in the same way as men, enacting legislation protecting women from domestic violence, and giving women the same rights to remarry as men.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Democratic Republic of the Congo are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/congo-dem-rep/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Code de la Famille, Arts. 454 et 455
	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	Décret no. 09/10 du 30 mars 2009, Arts. 4, 5 et 6; Formulaire de demande de passeport
	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 la Famille, Art. 448
	Does the law prohibit discrimination in employment based on gender?	Yes	Loi No. 15/13 du 1er août 2015, Art. 2
	Is there legislation on sexual harassment in employment?	Yes	Loi No. 06/018, Art. 3(174d); Code du Travail, Arts. 73 et 74
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Loi No. 06/018, Art. 3(174d) <i>Civil:</i> Code du Travail, Arts. 73-75
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. 137
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Code de la Famille, Arts. 444 et 459
	Can a woman be head of household in the same way as a man?	No	Code la Famille, Art. 444
	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 de la famille, Art. 549
Parenthood	Does a woman have the same rights to remarry as a man?	No	Code de la famille, Art. 355
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 130
	Does the government pay 100% of maternity leave benefits?	Yes	Loi No. 16-009 fixant les règles relatives au régime général de sécurité sociale, Art. 43
	Is paid leave available to fathers?	Yes	Code du Travail, Art. 146
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 62
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Loi no. 15/013 du 1er août 2015 portant modalités d'application des droits de la femme et de la parité, Art. 8
	Can a woman sign a contract in the same way as a man?	Yes	Code la Famille, Art. 448
	Can a woman register a business in the same way as a man?	Yes	Code la Famille, Art. 448
Assets	Can a woman open a bank account in the same way as man?	Yes	Code la Famille, Art. 448
	Do men and women have equal ownership rights to immovable property?	No	Code de la Famille, Art. 490
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code la Famille, Art. 758
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code de la Famille, Art. 758(2)
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Code de la Famille, Arts. 490 et 499
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code de la famille, Arts. 489 et 516
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Loi No. 16-009 fixant les règles relatives au régime général de sécurité sociale, Art. 82
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Loi No. 16-009 fixant les règles relatives au régime général de sécurité sociale, Art. 86
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Loi No. 16-009 fixant les règles relatives au régime général de sécurité sociale, Art. 104