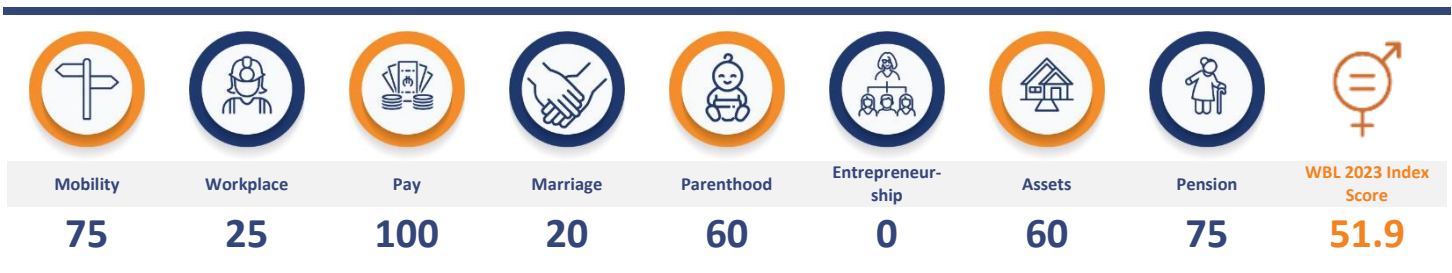


Equatorial Guinea

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 (Malabo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Equatorial Guinea scores 51.9 out of 100**. The overall score for Equatorial Guinea is lower 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).

Equatorial Guinea - Scores for Women, Business and the Law 2023



Relative Strengths

When it comes to laws affecting women's pay, Equatorial Guinea gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Equatorial Guinea could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Equatorial Guinea is on the indicator measuring constraints on women starting and running a business (the WBL2023 Entrepreneurship indicator). To improve on the Entrepreneurship indicator, Equatorial Guinea may wish to consider making access to credit easier for women by prohibiting gender-based discrimination in financial services, allowing women to sign a legally binding contract in the same way as men, allowing women to register a business in the same way as a men, and allowing women to open a bank account in the same way as a men.

Recent Reforms

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



Further data details for Equatorial Guinea are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/equatorial-guinea/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Código Civil, Art. 58
	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	Procedimientos de solicitud de pasaporte
	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?	No	Código Civil, Arts. 60 y 1263
	Does the law prohibit discrimination in employment based on gender?	Yes	Ley General del Trabajo Núm. 4/2021, Art. 3
	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?	Yes	Ley General del Trabajo Núm. 4/2021, Arts. 47(2) y 85
	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
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is the law free of legal provisions that require a married woman to obey her husband?	No	Código Civil, Art. 57
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
Parenthood	Can a woman obtain a judgment of divorce in the same way as a man?	No	Código Civil, Art. 67
	Does a woman have the same rights to remarry as a man?	No	Código Civil, Art. 45
	Is paid leave of at least 14 weeks available to mothers?	No	Ley General del Trabajo Núm. 4/2021, Art. 81(4); Decreto No. 100/1990, Art. 31.1
	Does the government pay 100% of maternity leave benefits?	Yes	Decreto Núm. 100/1990, Art. 31(1)
	Is paid leave available to fathers?	Yes	Ley General del Trabajo Núm. 4/2021, Art. 81.7
Entrepreneurship	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Ley General del Trabajo Núm. 4/2021, Art. 105(3)
	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?	No	Código Civil, Arts. 60 y 1263
Assets	Can a woman register a business in the same way as a man?	No	Código Civil, Arts. 60 y 1263
	Can a woman open a bank account in the same way as a man?	No	Código Civil, Arts. 60 y 1263
	Do men and women have equal ownership rights to immovable property?	No	Código Civil, Arts. 59 y 1412
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 807, 808, 840, 931, 932 y 939
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Arts. 838 y 952
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Código Civil, Arts. 59 y 1412
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 1315, 1392, 1396 y 1401
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Decreto Núm. 100/1990, Art. 47
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	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?	No	No applicable provisions could be located