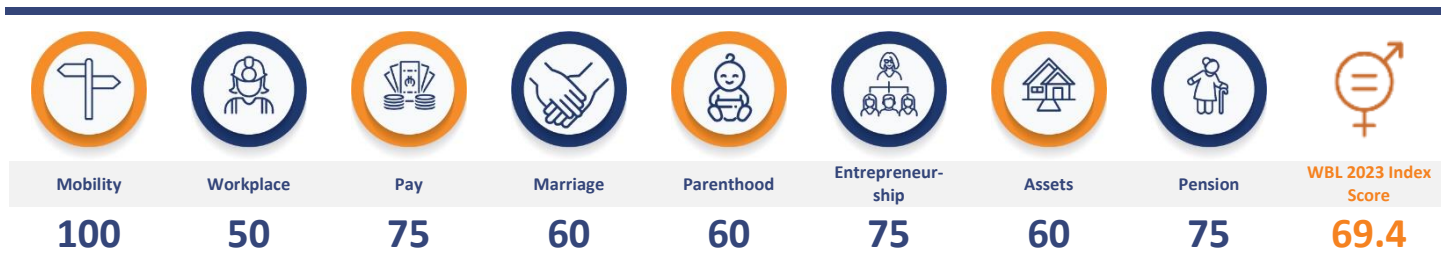


# Gambia, The

*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 (Banjul). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **The Gambia scores 69.4 out of 100**. The overall score for The Gambia 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).

## The Gambia - Scores for Women, Business and the Law 2023



## Relative Strengths

When it comes to constraints on freedom of movement, The Gambia gets a perfect score.

## Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, 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, The Gambia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for The Gambia is on the indicator measuring laws affecting women's decisions to work (the WBL2023 Workplace indicator). To improve on the Workplace indicator, The Gambia may wish to consider enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

## Recent Reforms

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



Further data details for The Gambia are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/gambia-the/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Women's Act 2010, Arts. 7(2)(d) and 42
	Can a woman travel outside her home in the same way as a man?	Yes	Women's Act 2010, Art. 7(2)(d)
	Can a woman apply for a passport in the same way as a man?	Yes	Immigration Act, Cap. 16:02, Arts. 4B-4E; Passport Application Procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Women's Act 2010, Art. 7(2)(d)
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Women's Act 2010, Sec. 16
	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?	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?	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 the law free of legal provisions that require 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	Women's Act 2010, Art. 40
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence Act
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Women's Act 2010, Art. 43
	Does a woman have the same rights to remarry as a man?	No	Women's Act 2010, Art. 44
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Women's Act 2010, Sec. 20(1)
	Does the government pay 100% of maternity leave benefits?	No	Women's Act 2010, Sec. 20(1)
	Is paid leave available to fathers?	Yes	Women's Act 2010, Sec. 20(2)
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Women's Act 2010, Sec. 22; Labor Act 2007, Sec. 83(2)(a)
Entrepreneurship	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	Women's Act 2010, Art. 7(2)(a)(b) and (3)
	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 man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Women's Act 2010, Art. 11
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Women's Act 2010, Art. 45
	Do female and male surviving spouses have equal rights to inherit assets?	No	Women's Act 2010, Art. 44(2)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Women's Act 2010, Arts. 41
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Women's Act 2010, Art. 43(4)
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Social Security Corporation Act, Definitions and Rule 4
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Social Security Corporation Act, Rule 3(1) and Rule 5
	Is the mandatory retirement age for men and women the same?	Yes	Labour Act 2007, Sec. 75
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located