

Kenya

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 (Nairobi). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Kenya scores 80.6 out of 100**. The overall score for Kenya 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).

Kenya - Scores for Women, Business and the Law 2023



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, and constraints related to marriage, Kenya gets a perfect score.

Areas for Improvement

However, when it comes to 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, Kenya could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Kenya is on the indicator measuring laws affecting women's work after having children (the WBL2023 Parenthood indicator). To improve on the Parenthood indicator, Kenya may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, and making paid parental leave available.

Recent Reforms

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



Further data details for Kenya are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/kenya/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	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	Constitution of Kenya, Art. 12(1)(b); Kenya Citizenship and Immigration Act, Arts. 24(1) and 27
	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	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Employment Act, Sec. 5(3)(a)
	Is there legislation on sexual harassment in employment?	Yes	Sexual Offences Act, Sec. 23; Employment Act, Sec. 6
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Sexual Offences Act, Sec. 23 <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Employment Act, Sec. 5(5)
	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	Marriage Act, Art. 3(2)
	Can a woman be head of household in the same way as a man?	Yes	Marriage Act, Art. 3(2)
	Is there legislation specifically addressing domestic violence?	Yes	Protection against Domestic Violence Act
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	No	Employment Act, Sec. 29(1)
	Does the government pay 100% of maternity leave benefits?	No	Employment Act, Sec. 29
	Is paid leave available to fathers?	Yes	Employment Act, Sec. 29(8)
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Employment Act, Secs. 45(4) and 46(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	Matrimonial Property Act, Art. 4(b)
	Can a woman register a business in the same way as a man?	No	Registration of Business Names Act, Art. 6(1)(h)
	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Matrimonial Property Act, Sec. 4(a)
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law of Succession Act, Art. 35(5)
	Do female and male surviving spouses have equal rights to inherit assets?	No	Law of Succession Act, Art. 36(1) (C)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Matrimonial Property Act, Secs. 12 and 13
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Matrimonial Property Act, Secs. 2 and 7
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	National Social Security Fund Act, Secs. 2 and 36
	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