

# Liberia

*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 (Monrovia). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Liberia scores 81.3 out of 100**. The overall score for Liberia 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).

## Liberia - 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, Liberia 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, Liberia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Liberia is on the indicator measuring laws affecting women's work after having children (the WBL2023 Parenthood indicator). To improve on the Parenthood indicator, Liberia may wish to consider making the government administer 100% of maternity leave benefits, making paid leave available to fathers, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

## Recent Reforms

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



Further data details for Liberia are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/liberia/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	Regulations to Govern the Administration and Issuance of Liberian Passports of 2012, Art. II; Passport Application Form
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
	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	Decent Work Act 2015, Secs. 2.4 and 2.7
	Is there legislation on sexual harassment in employment?	Yes	Decent Work Act, Sec. 1.4 (nn) and 2.8
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Decent Work Act, Secs. 14.8 and 14.10
	Does the law mandate equal remuneration for work of equal value?	Yes	Decent Work Act 2015, Sec. 2.5
	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
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?	Yes	No applicable provisions could be located
	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?	Yes	Domestic Violence Act
Parenthood	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Domestic Relations Law, Sec. 8.1
	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?	Yes	Decent Work Act 2015, Sec. 20.1
	Does the government pay 100% of maternity leave benefits?	No	Decent Work Act 2015, Sec. 20.1 (d)
	Is paid leave available to fathers?	No	No applicable provisions could be located
	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	Domestic Relations Law, Sec. 3.4
	Can a woman register a business in the same way as a man?	Yes	Domestic Relations Law, Sec. 3.4
Assets	Can a woman open a bank account in the same way as man?	Yes	Domestic Relations Law, Sec. 3.4
	Do men and women have equal ownership rights to immovable property?	Yes	Constitution of the Republic of Liberia, Arts. 22 and 23; Domestic Relations Law, Sec. 3.3
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law of Wills and Intestate Succession, Secs. 3.2(a), 3.2(b), 3.4 and 3.5
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Law of Wills and Intestate Succession, Sec. 3.2(e)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Domestic Relations Law, Secs. 3.3 and 3.4
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	Liberian Code of Laws Revised, Sec. 2501; An Act to Repeal the Decree No. 14 of the People's Redemption Council of the Armed Forces of Liberia and to create a New Chapter 89 of the Executive Law establishing the National Social Security and Welfare Corporation of the Republic of Liberia, Sec. 89
	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