

Zambia

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

Zambia - Scores for Women, Business and the Law 2023



Relative Strengths

When it comes to laws affecting women's decisions to work, laws affecting women's pay, and constraints on women starting and running a business, Zambia gets a perfect score.

Areas for Improvement

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

For example, one of the lowest scores for Zambia is on the indicator measuring laws affecting women's work after having children (the WBL2023 Parenthood indicator). To improve on the Parenthood indicator, Zambia may wish to consider making the government administer 100% of maternity leave benefits, making paid leave available to fathers, 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 Zambia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/zambia/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Gender Equity and Equality Act, Art. 14(2)(c)
	Can a woman travel outside her home in the same way as a man?	Yes	Gender Equity and Equality Act, Art. 14(2)(c)
	Can a woman apply for a passport in the same way as a man?	No	Passport Act, Art. 8(1); Passport Application Form
	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	Gender Equity and Equality Act, Art. 22(1)(g)
	Does the law prohibit discrimination in employment based on gender?	Yes	Employment Code Act, Sec. 5
	Is there legislation on sexual harassment in employment?	Yes	Gender Equity and Equality Act of 2015, Secs. 2 and 39; Anti-Gender-Based Violence Act of 2010, Sec. 3(1)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Gender Equity and Equality Act of 2015, Sec. 39 <i>Civil:</i> Gender Equity and Equality Act of 2015, Sec. 42(5)
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Gender Equity and Equality Act, Sec. 31
	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	Gender Equity and Equality Act, Art. 14(1)
	Is there legislation specifically addressing domestic violence?	Yes	Anti-Gender-Based Violence Act of 2010
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Matrimonial Causes Act, Arts. 8 and 74
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?	Yes	Employment Code Act, Sec. 41
	Does the government pay 100% of maternity leave benefits?	No	Employment Code Act, Sec. 41
	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
	Is dismissal of pregnant workers prohibited?	Yes	Employment Code Act, Sec. 43
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	Yes	Gender Equity and Equality Act, Arts. 14 and 37
	Can a woman sign a contract in the same way as a man?	Yes	Gender Equity and Equality Act, Art. 14(2)(a)
	Can a woman register a business in the same way as a man?	Yes	Companies Act, Art. 12
	Can a woman open a bank account in the same way as a man?	Yes	Gender Equity and Equality Act, Art. 14(2)(a)
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Law Reform (Miscellaneous Provisions) Act, Arts. 5-7
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Intestate Succession Act, Secs. 5-7
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Intestate Succession Act, Secs. 5 and 7
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Law Reform (Miscellaneous Provisions) Act, Arts. 5-7
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	National Pension Scheme (Amendment) Act 2015, Sec. 2
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	National Pension Scheme (Amendment) Act 2015, Sec. 22
	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