











Cameroon

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| 45.0 | 23.3 | 50.0 |

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Cameroon, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Douala). The scores for Cameroon are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

| |  |  |  |  |  |  |  |  |  |  |
|-----------------------------|---|---|---|---|---|---|---|---|---|---|
| WBL 2.0 | Safety | Mobility | Workplace | Pay | Marriage | Parenthood | Childcare | Entrepreneurship | Assets | Pension |
| Legal frameworks score | 25.0 | 25.0 | 25.0 | 25.0 | 50.0 | 100.0 | 25.0 | 0.0 | 75.0 | 100.0 |
| Supportive frameworks score | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 66.7 | 0.0 | 66.7 | 0.0 | 50.0 |
| Expert opinions score | 0.0 | 50.0 | 50.0 | 50.0 | 37.5 | 62.5 | 25.0 | 50.0 | 75.0 | 100.0 |

In summary, the **WBL 2.0 legal frameworks score** for Cameroon (45.0 out of 100.0) is lower than the global average (64.2) and lower than the Sub-Saharan Africa regional average (57.4). When it comes to laws affecting women’s work after having children and laws affecting the size of a woman’s pension, Cameroon obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Cameroon is on the indicator measuring constraints on women starting and running a business. To improve on the Entrepreneurship indicator, Cameroon may wish to consider allowing a woman to undertake entrepreneurial activities in the same way as a man, making access to credit easier for women by prohibiting gender-based discrimination in financial services, legally prescribing a gender quota on corporate boards and introducing in the law gender-sensitive procurement provisions for public procurement processes.

The **WBL 2.0 supportive frameworks score** for Cameroon (23.3 out of 100.0) is lower than the global average (39.5) and lower than the Sub-Saharan Africa regional average (24.5). Cameroon does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the

lowest scores for Cameroon is on the indicator measuring supportive frameworks affecting women's safety. To improve on the Safety indicator, Cameroon may wish to consider developing comprehensive mechanisms to address violence against women, putting in place special procedures for cases of sexual harassment, designating a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

The **WBL 2.0 expert opinions score** for Cameroon (50.0 out of 100.0) is lower than the global average (65.7) and lower than the Sub-Saharan Africa regional average (54.6). When it comes to expert opinions on women's pensions, Cameroon obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Cameroon is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

| QUESTION | ANSWER | LEGAL BASIS |
|--|--------|--|
| Safety | | |
| Is there legislation on domestic violence? | No | No applicable provisions could be located |
| Is there legislation on femicide? | No | No applicable provisions could be located |
| Is there comprehensive legislation on sexual harassment? | Yes | Loi No. 2016/007 du 12 juillet 2016 portant Code Pénal, Art. 302-1 |
| Is there legislation on child marriage? | No | No applicable provisions could be located |
| Mobility | | |
| Can a woman travel internationally in the same way as a man? | No | Décret no. 2013/002 du 04 janvier 2013, Art. 12(3) |
| Can a woman choose where to live in the same way as a man? | No | Code Civil, Art. 215 |
| Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| Do women and men have equal rights to confer citizenship to their spouses and their children? | No | Loi no. 68-LF-3 du 11 juin 1968 portant code de la nationalité camerounaise, Arts. 6, 7, 8 et 26 |
| Workplace | | |
| Can a woman get a job in the same way as a man? | No | Code Civil, Art. 223; Ordonnance no. 81/02 du 29 juin 1981, Art. 74(2) |
| Does the law prohibit discrimination in employment based on gender? | Yes | Code Pénal, Art. 242 |
| Does the law prohibit discrimination in recruitment based on marital status, parental status, and age? | No | No applicable provisions could be located |
| Does the law allow employees to request flexible work? | No | 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 an industrial job in the same way as a man? | No | Arrêté No.16/MTLS du 27 mai 1969, Arst. 2, 6, 7, 8, 9 et 10; Code du Travail, Arts. 82(2) et 83 |
| Can a woman work in a job deemed dangerous in the same way as a man? | No | Arrêté No.16/MTLS du 27 mai 1969, Arts. 6, 10, 14 et 15; Code du Travail, Art. 83 |
| Marriage | | |
| Can a woman be "head of household" or "head of family" in the same way as a man? | No | Code Civil, Art. 213 |
| 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 obtain a judgment of divorce in the same way as a man? | Yes | Code Civil, Art. 229 |
| Does a woman have the same rights to remarry as a man? | No | Ordonnance no. 81/02 du 29 juin 1981, Art. 77 |
| Parenthood | | |
| Is paid leave of at least 14 weeks available to mothers? | Yes | Code du Travail, Art. 84 |

| | | |
|--|-----|---|
| Are leave benefits for mothers paid solely by the government? | Yes | Code du Travail, Art. 84(5) |
| Is there paid leave available to fathers? | Yes | Convention Collective Nationale du Commerce 2017, Art. 64 |
| Is dismissal of pregnant workers prohibited? | Yes | Code du Travail, Art. 84(1) |
| Childcare | | |
| Does the law establish provision of childcare services in center-based settings? | Yes | Décret No. 2017/0039/PM du 19 janvier 2017, Arts. 2-3 et 25; Décret No. 2001/110/PM du 20 mars 2001, Art. 1 |
| Does the law establish any form of support to families for childcare services? | No | No applicable provisions could be located |
| Does the law establish any form of support to non-state childcare providers? | No | No applicable provisions could be located |
| Does the law establish quality standards for the provision of childcare services in center-based settings? | No | No applicable provisions could be located |
| Entrepreneurship | | |
| Can a woman undertake entrepreneurial activities in the same way as a man? | 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 |
| Does the law prescribe a gender quota on corporate boards? | No | No applicable provisions could be located |
| Does the law include gender-sensitive procurement provisions for public procurement processes? | No | No applicable provisions could be located |
| Assets | | |
| Do men and women have equal administrative power and ownership rights to immovable property, including land? | No | Code Civil, Arts. 1421 et 1428; Ordonnance no. 74-1 du 06 juillet 1974 relative au régime foncier, Art. 1 |
| Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Code Civil, Arts. 723, 731 et 745 |
| Do male and female surviving spouses have equal rights to inherit assets? | Yes | Code Civil, Arts. 723 et 767 |
| Does the law provide for the valuation of nonmonetary contributions? | Yes | Code Civil, Arts. 1400 et 1401 |
| Pension | | |
| Are the ages at which men and women can retire with full pension benefits equal? | Yes | Loi No. 69/LF/18 du 18 novembre 1969, Art. 8 |
| Are the ages at which men and women can retire with partial pension benefits equal? | Yes | No applicable provisions could be located |
| Is the mandatory retirement age for men and women equal? | Yes | No applicable provisions could be located |
| Are periods of absence due to childcare accounted for in pension benefits? | Yes | Loi No. 69/LF/18 du 18 novembre 1969, Art. 14(d) |

WBL 2.0 supportive frameworks data

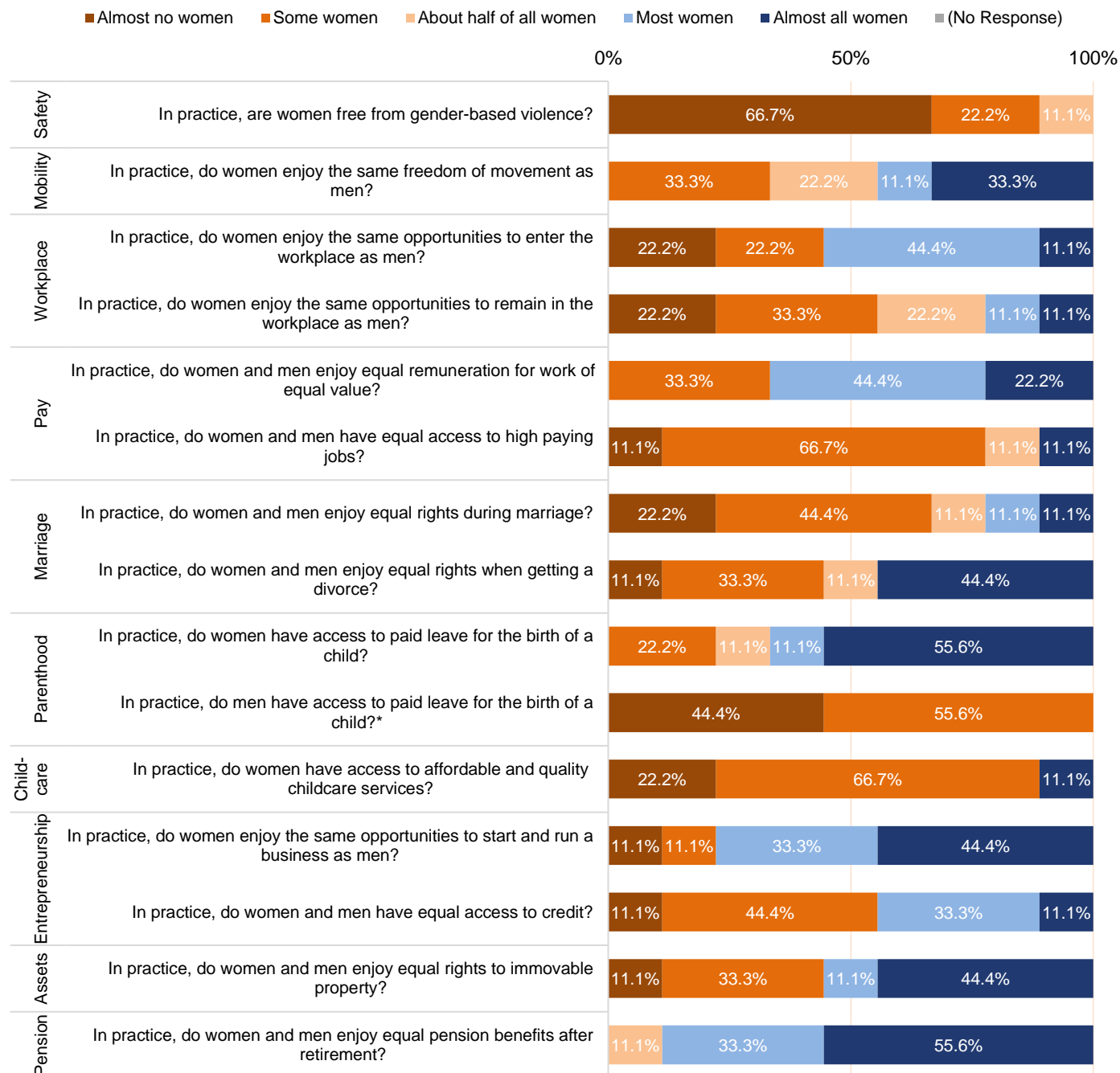
| QUESTION | ANSWER | SOURCE |
|--|--------|-------------------------------|
| Safety | | |
| Has the government developed comprehensive mechanisms to address violence against women? | No | Insufficient evidence located |
| Are there special procedures for cases of sexual harassment? | No | Insufficient evidence located |
| Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women? | No | Insufficient evidence located |
| Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs? | No | Insufficient evidence located |
| Mobility | | |

| | | |
|---|-----|---|
| Are passport application processes the same for women and men? | No | Procédures de demande de passeport |
| Are the application processes for official identity documents the same for women and men? | No | Procédures de demande de carte d'identité |
| Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation? | No | Insufficient evidence located |
| Workplace | | |
| Has the government published guidelines on non-discrimination based on gender in recruitment? | No | Insufficient evidence located |
| Has the government published guidelines on flexible work arrangements? | No | Insufficient evidence located |
| Is there a specialized body that receives complaints about gender discrimination in employment? | No | Insufficient evidence located |
| Pay | | |
| Are there pay transparency measures or enforcement mechanisms to address the gender pay gap? | No | Insufficient evidence located |
| Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis? | Yes | Annuaire Statistique du Secteur des Mines, de l'Industrie et du Développement Technologique; Annuaire Statistique Édition 2020 Ministère du Travail et de la Sécurité Sociale |
| Marriage | | |
| Is there a fast-track process or procedure for family law disputes? | No | Insufficient evidence located |
| Are there specialized family courts? | No | Insufficient evidence located |
| Is legal aid available for family law disputes? | No | Insufficient evidence located |
| Parenthood | | |
| Is it possible to apply for maternity benefits through a single government application process? | Yes | Code du Travail, Art. 84; Arrêté n° 007-MTLS-DPS du 14 avril 1970, Art. 13; Formulaire de demande de prestations familiales |
| Are incentives in place to encourage fathers to take paternity leave on the birth of a child? | No | Insufficient evidence located |
| Has sex-disaggregated data on unpaid care work been published? | Yes | Institut National de la Statistique: Leadership féminin : pour un futur égalitaire dans le monde de la Covid-19 |
| Childcare | | |
| Is there a publicly available registry or database of childcare providers? | No | Insufficient evidence located |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents? | No | Insufficient evidence located |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers? | No | Insufficient evidence located |
| Has the government published any reports on quality of childcare services within the last 3 years? | No | Insufficient evidence located |
| Entrepreneurship | | |
| Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis? | Yes | Statistics Office of Cameroon |
| Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment? | No | Insufficient evidence located |
| Is there a current national government plan or strategy with a focus on women's access to financial services? | Yes | Stratégie Nationale de la Finance Inclusive (2023-2027) |
| Assets | | |
| Are there mechanisms or incentives to encourage women to register immovable property? | No | Insufficient evidence located |
| Are there awareness measures in place to improve women's access to information about marital and inheritance rights? | No | Insufficient evidence located |
| Is anonymized sex-disaggregated data on property ownership published on a regular basis? | No | Insufficient evidence located |
| Pension | | |



| | | |
|---|-----|--|
| Are there incentives in place to increase women's retirement benefits? | No | Insufficient evidence located |
| Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits? | Yes | Ordonnance n° 73-17 du 22 mai 1973, Arts. 20 et 21 |

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.