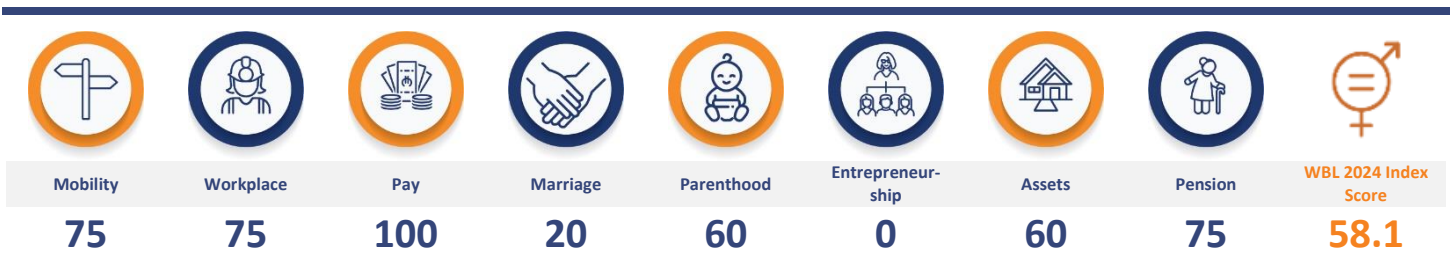


Equatorial Guinea

Women, Business and the Law 2024 (WBL2024) 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 (Malabo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Equatorial Guinea scores 58.1 out of 100.0**. The overall score for Equatorial Guinea is lower than the regional average observed across Sub-Saharan Africa (74.0). Within the Sub-Saharan Africa region, the maximum score observed is 97.5 (Togo).

Equatorial Guinea - Scores for Women, Business and the Law 2024



Relative Strengths

When it comes to laws affecting women's pay, Equatorial Guinea gets a perfect score.

Areas for Improvement

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, 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, Equatorial Guinea could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Equatorial Guinea is on the indicator measuring constraints on women starting and running a business (the WBL2024 Entrepreneurship indicator). To improve on the Entrepreneurship indicator, Equatorial Guinea may wish to consider making access to credit easier for women by prohibiting gender-based discrimination in financial services, allowing women to sign a legally binding contract in the same way as men, allowing women to register a business in the same way as a men, and allowing women to open a bank account in the same way as a men.

Recent Reforms

During the past year (October 2nd, 2022 to October 1st, 2023), Equatorial Guinea enacted legislation protecting a woman from sexual harassment in employment, including criminal penalties for such conduct.



Further data details for Equatorial Guinea are available at:
<https://wbi.worldbank.org/en/data/exploreconomies/equatorial-guinea/2024>



| | QUESTION | ANSWER | LEGAL BASIS |
|------------------|--|--------|---|
| Mobility | Can a woman choose where to live in the same way as a man? | No | Código Civil, Art. 58 |
| | 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 | Procedimientos de solicitud de pasaporte |
| | 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? | No | Código Civil, Arts. 60 y 1263 |
| | Does the law prohibit discrimination in employment based on gender? | Yes | Ley General del Trabajo Núm. 4/2021, Art. 3 |
| | Is there legislation on sexual harassment in employment? | Yes | Código Penal of 2022, Arts. 506 and 507 |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Código Penal of 2022, Arts. 506 and 507 <i>Civil:</i> No applicable provisions could be located |
| Pay | Does the law mandate equal remuneration for work of equal value? | Yes | Ley General del Trabajo Núm. 4/2021, Arts. 47(2) y 85 |
| | 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? | No | Código Civil, Art. 57 |
| | 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? | No | No applicable provisions could be located |
| | Can a woman obtain a judgment of divorce in the same way as a man? | No | Código Civil, Art. 67 |
| Parenthood | Does a woman have the same rights to remarry as a man? | No | Código Civil, Art. 45 |
| | Is paid leave of at least 14 weeks available to mothers? | No | Ley General del Trabajo Núm. 4/2021, Art. 81(4); Decreto No. 100/1990, Art. 31.1 |
| | Does the government pay 100% of maternity leave benefits? | Yes | Decreto Núm. 100/1990, Art. 31(1) |
| | Is paid leave available to fathers? | Yes | Ley General del Trabajo Núm. 4/2021, Art. 81.7 |
| | Is there paid parental leave? | No | No applicable provisions could be located |
| Entrepreneurship | Is dismissal of pregnant workers prohibited? | Yes | Ley General del Trabajo Núm. 4/2021, Art. 105(3) |
| | 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? | No | Código Civil, Arts. 60 y 1263 |
| | Can a woman register a business in the same way as a man? | No | Código Civil, Arts. 60 y 1263 |
| Assets | Can a woman open a bank account in the same way as a man? | No | Código Civil, Arts. 60 y 1263 |
| | Do men and women have equal ownership rights to immovable property? | No | Código Civil, Arts. 59 y 1412 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Código Civil, Arts. 807, 808, 840, 931, 932 y 939 |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Código Civil, Arts. 838 y 952 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | No | Código Civil, Arts. 59 y 1412 |
| | Does the law provide for the valuation of nonmonetary contributions? | Yes | Código Civil, Arts. 1315, 1392, 1396 y 1401 |
| Pension | Is the age at which men and women can retire with full pension benefits the same? | Yes | Decreto Núm. 100/1990, Art. 47 |
| | 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 |