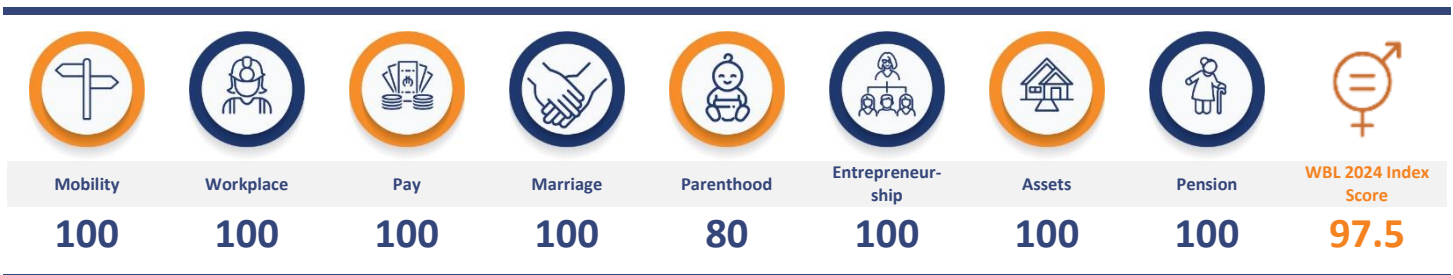


# Togo

*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 (Lomé). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Togo scores 97.5 out of 100.0**. The overall score for Togo is higher than the regional average observed across Sub-Saharan Africa (74.0). Within the Sub-Saharan Africa region, Togo obtains the highest score.

## Togo - Scores for Women, Business and the Law 2024



## Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Togo gets a perfect score.

## Areas for Improvement

When it comes to laws affecting women's work after having children, Togo could consider reforms to improve legal equality for women.

For example, the lowest score for Togo is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Togo may wish to consider making paid parental leave available.

## Recent Reforms

During the past year (October 2nd, 2022 to October 1st, 2023), Togo enacted legislation protecting women from domestic violence and granted women the same rights to remarry as men. Togo mandated the government to administer 100 percent of maternity leave benefits and prohibited the dismissal of pregnant workers. Togo prohibited gender-based discrimination in financial services. Togo enacted legislation mandating the valuation of nonmonetary contributions in marriage.



Further data details for Togo are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/togo/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Code des personnes et de la famille, Arts. 102 et 16 nouveau
	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	Procédures de demande de passeport; Formulaire de demande de passeport
	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	Code des personnes et de la famille, Arts. 107 et 153 nouveau
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Arts. 4 et 39
	Is there legislation on sexual harassment in employment?	Yes	Loi N° 2022-018, Art. 1(237 ter)Code du Travail, Arts. 40-42 et 368
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminale</i> : Loi N° 2022-018, Art. 1(237 ter); Code du Travail, Arts. 40 et 368 <i>Civil</i> : Code du Travail, Arts. 40-42Loi N° 83-1 Instaurant Code de Procédure Pénale, Art. 2
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. 155
	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	Code des personnes et de la famille, Art. 99
	Is there legislation specifically addressing domestic violence?	Yes	Loi N° 2022-018, Art. 1(232 et 237 bis)
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Code des personnes et de la famille, Art. 126
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Loi no. 2022-017 du 15 Novembre 2022, Art. 2
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 190
	Does the government pay 100% of maternity leave benefits?	Yes	Code du Travail, Art. 190; Loi No. 2022-019, Art. 1
	Is paid leave available to fathers?	Yes	Convention Collective Interprofessionnelle 2011, Art. 45
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Loi 2022-19, Art. 190
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Code pénal, Arts. 237 nouveau et 312 nouveau
	Can a woman sign a contract in the same way as a man?	Yes	Code des personnes et de la famille, Art. 103
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Code des personnes et de la famille, Art. 363
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code des personnes et de la famille, Arts. 413, 414 et 426
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code des personnes et de la famille, Arts. 413, 414 et 427-430
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code des personnes et de la famille, Art. 363
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Loi No. 2022-017 du 15 Novembre 2022, Art. 100 nouveau
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Loi No. 2011-006 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Loi No. 2011-006 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42(3)
	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?	Yes	Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 79(2)