Zimbabwe

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 (Harare). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, Zimbabwe scores 86.9 out of 100.0. The overall score for Zimbabwe is higher 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).

Zimbabwe - Scores for Women, Business and the Law 2024

<table>
<thead>
<tr>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2024 Index Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>100</td>
<td>75</td>
<td>80</td>
<td>40</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>86.9</td>
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Relative Strengths

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

Areas for Improvement

When it comes to laws affecting women's pay, constraints related to marriage, and laws affecting women's work after having children, Zimbabwe could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Zimbabwe is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Zimbabwe 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, 2022 – October 1st, 2023).

Further data details for Zimbabwe are available at: https://wbl.worldbank.org/en/data/exploreeconomies/zimbabwe/2024
<table>
<thead>
<tr>
<th>QUESTION</th>
<th>ANSWER</th>
<th>LEGAL BASIS</th>
</tr>
</thead>
</table>
| 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 | Passport application procedures: Passport application form |
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 | Labor Act, Sec. 5(1) |
Is there legislation on sexual harassment in employment? | Yes | Labour Act [Chapter 28:01], Secs. 6 and 8; Labour Amendment Act, Secs. 2, 5 and 6 |
Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | Criminal: Labour Act [Chapter 28:01], Sec. 6(4) ; Labour Amendment Act, Secs. 2 and 5; Civil: Labour Act [Chapter 28:01], Secs. 8(g)-(i) and 89(2)(c)(i); Labour Amendment Act, Secs. 2 and 6 |
Workplace
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 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 | Marriages Act, Sec. 6 |
Can a woman be head of household in the same way as a man? | Yes | No restrictions could be located |
Can a woman obtain a judgment of divorce in the same way as a man? | Yes | No restrictions could be located |
Does a woman have the same rights to remarry as a man? | Yes | No restrictions could be located |
Does the government pay 100% of maternity leave benefits? | No | Labor Act, Sec. 18 |
Is paid leave available to fathers? | No | No applicable provisions could be located |
Is there legislation specifically addressing domestic violence? | Yes | Domestic Violence Act [Chapter 5:16] |
Is paid leave available to fathers? | No | No applicable provisions could be located |
Is there legislation on sexual harassment in employment? | Yes | Matrimonial Causes Act, Secs. 3 and 4; Marriages Act, Sec. 45 |
Pay
Is the age at which men and women can retire with full pension benefits the same? | Yes | Pension and Other Benefits Scheme Statutory Instrument No. 393 of 1993, Art. 26 |
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 | Pension and Other Benefits Scheme Statutory Instrument No. 393 of 1993, Art. 26 |
Entrepreneurship
Can a woman register a business in the same way as a man? | Yes | Companies and other Business Entities Act, Secs. 6-19 |
Can a woman open a bank account in the same way as man? | Yes | No restrictions could be located |
Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Deceased Estates Succession Act, Sec. 3b(Ii) |
Do female and male surviving spouses have equal rights to inherit assets? | Yes | Matrimonial Causes Act, Sec. 3 |
Do men and women have equal ownership rights to immovable property? | Yes | Married Persons Property Act, Sec. 2; Deeds Registrars Act, Sec. 15 |
Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Married Persons Property Act, Sec. 2 |
Does the law provide for the valuation of nonmonetary contributions? | Yes | Matrimonial Causes Act, Sec. 7(4) |
Pension
Are periods of absence due to childcare accounted for in pension benefits? | Yes | Labor Act, Sec. 18(7) |