











Gabon

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
77.5	29.2	53.1

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

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	50.0	100.0	75.0	100.0	75.0	100.0	25.0	50.0	100.0	100.0
WBL 2.0 Supportive frameworks score	75.0	66.7	0.0	0.0	0.0	33.3	0.0	33.3	33.3	50.0
WBL 2.0 Expert opinions score	12.5	87.5	37.5	50.0	50.0	56.3	50.0	37.5	50.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Gabon (77.5 out of 100.0) is higher than the global average (64.2) and higher than the Sub-Saharan Africa regional average (57.4). When it comes to constraints on freedom of movement, laws affecting women’s pay, laws affecting women’s work after having children, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, Gabon obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Gabon is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Gabon may wish to consider introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Gabon (29.2 out of 100.0) is lower than the global average (39.5) and higher than the Sub-Saharan Africa regional average (24.5). Gabon 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 Gabon is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Gabon may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Gabon (53.1 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, Gabon obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Gabon is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	Yes	Loi portant élimination des violences faites aux femmes, Arts. 2, 19-22, 35-36; Code Penal 2020, Art. 234
Does the law address femicide?	Yes	Loi portant élimination des violences faites aux femmes, Art. 32
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Code civil, Arts. 114 nouveau et 254 nouveau
Can a woman travel internationally in the same way as a man?	Yes	Décret No. 456/PR/MAECIFNIR, Art. 13
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Code de la nationalité, Art. 13 et 22
Workplace		
Can a woman get a job in the same way as a man?	Yes	Code civil, Art. 261 nouveau
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Art. 9
Does the law allow employees to request flexible work?	Yes	Code du Travail, Art. 53
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. 170
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	Code Civil, Art. 252 nouveau
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Code civil, Art. 253 nouveau
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Code Civil, Arts. 266-265
Does a woman have the same rights to remarry as a man?	No	Code Civil, Art. 214
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 208
Are leave benefits for mothers paid solely by the government?	Yes	Code du Travail, Art. 210

Is paid leave available to fathers?	Yes	Code du Travail, Art. 54 (13)
Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. 207
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Loi No. 10/84 portant Définition et Organisation Générale du Préscolaire, Art. 3; Arrêté No. 2089/PM/MFPEPF portant Création et Fonctionnement des Haltes Garderies, Arts. 2 et 4
Does the law establish any form of support for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Code civil, Arts. 255, 257 nouveau et 262 nouveau
Does the law prohibit discrimination in access to credit based on gender?	Yes	Code pénal 2021, Arts. 291-3 et 291-4
Does the law prescribe a gender quota for 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 a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Code Civil, Arts. 335 nouveau et 336 nouveau; Loi no. 3/2012 du 13 août 2012, Arts. 52 nouveau et 53
Do sons and daughters have equal rights to inherit assets?	Yes	Loi No. 002/2015, Arts. 683 nouveau et 699 nouveau
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Loi no. 002/2015, Arts. 683 nouveau, 691 nouveau et 699 nouveau
Does the law provide for the valuation of nonmonetary contributions?	Yes	Code Civil, Art. 305
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Loi no. 6/75 du 25 Novembre 1975, portant Code de la Sécurité sociale, Art. 75; Décret No. 1498/PR/MTEPS du 29 décembre 2011, Art. 2
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	Code du Travail, Arts. 62 et 78; Décret No. 1498/PR/MTEPS du 29 décembre 2011, Art. 2
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Loi No. 6/75 du 25 Novembre 1975, portant Code de la Sécurité sociale, Art. 99

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Centre d'accueil Gabon Egalité; Formation sur les violences faites aux femmes
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Observatoire des Droits de la Femme
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Annexe au budget 2023
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Procédures de demande de passeport

Are the application processes for official identity documents the same for a woman and a man?	Yes	Procédures de demande de carte d'identité
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
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	Formulaire de demande d'indemnités journalières de maternité, Caisse de Sécurité Sociale website
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
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 nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Femmes d'Avenir
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Loi no. 3/2012 du 13 août 2012, Art. 30
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located



WOMEN, BUSINESS AND THE LAW 2024

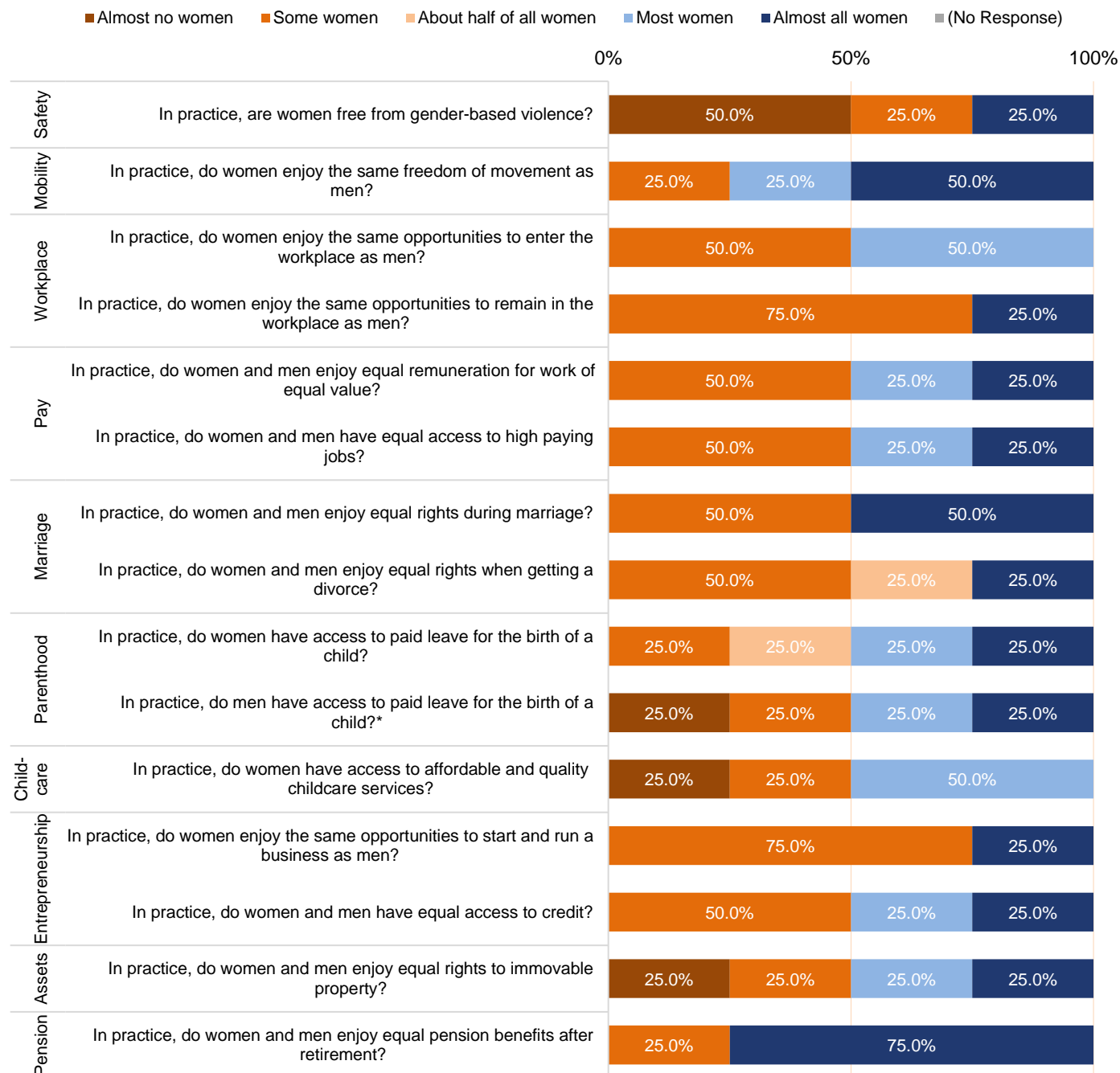
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

Yes

Loi n°028/2016 portant Code de Protection Sociale en République Gabonaise, Arts. 116, 117 et 129



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.