











Rwanda

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
72.5	53.3	50.6

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 Rwanda, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Kigali). The scores for Rwanda 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	50.0	100.0	50.0	100.0	100.0	75.0	25.0	50.0	100.0	75.0
Supportive frameworks score	0.0	100.0	33.3	50.0	33.3	66.7	0.0	100.0	100.0	50.0
Expert opinions score	25.0	50.0	68.8	56.3	68.8	25.0	25.0	25.0	75.0	87.5

In summary, the **WBL 2.0 legal frameworks score** for Rwanda (72.5 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, constraints related to marriage and laws affecting women’s property and inheritance, Rwanda obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Rwanda is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Rwanda 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 Rwanda (53.3 out of 100.0) is higher than the global average (39.5) and higher than the Sub-Saharan Africa regional average (24.5). When it comes to supportive frameworks affecting freedom of movement, supportive frameworks related to women starting and running a business and supportive frameworks affecting

women's property and inheritance, Rwanda obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Rwanda is on the indicator measuring supportive frameworks affecting women's safety. To improve on the Safety indicator, Rwanda 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 Rwanda (50.6 out of 100.0) is lower than the global average (65.7) and lower than the Sub-Saharan Africa regional average (54.6). Rwanda does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Rwanda 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?	Yes	Law Governing Persons and Family, Arts. 168 and 193(1); Penal Code, Arts. 194 and 195
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	Yes	Law on Prevention and Punishment of Gender-Based Violence, Arts. 2(1), 4, 5, and 14-37
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Law No. 32/2016 Governing Persons and Family, Art. 55
Can a woman travel internationally in the same way as a man?	Yes	Law 04/2011, Art. 24
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	Organic Law No. 002/2021.OL Governing Rwandan Nationality, Arts. 6, 8, 11 and 20
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
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	Law No. 66/2018 of 30/08/2018 Regulating Labour in Rwanda, Art. 9
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?	Yes	Law No. 66/2018 of 30/08/2018 Regulating Labor in Rwanda, Art. 9
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" or "head of family" in the same way as a man?	Yes	Law No. 32/2016 Governing Persons and Family, Arts. 206, 209 and 332
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Law No. 32/2016 Governing Persons and Family, Art. 218
Does a woman have the same rights to remarry as a man?	Yes	Law No. 001/2020 amending Law Governing Persons and Family



Parenthood

Is paid leave of at least 14 weeks available to mothers?	Yes	Law No. 27/2023 of 18/05/2023, Art. 5; Ministerial Order No. 02/MIFOTRA/23 of 01/08/2023, Art. 54
Are leave benefits for mothers paid solely by the government?	No	The Ministerial Order No. 007/16/10/TC of 28/10/2016, Art. 23; Law Establishing And Governing Maternity Leave Benefits, Arts. 11 and 12; Law No. 66/2018 of 30/08/2018 Regulating Labour in Rwanda, Arts. 56-58
Is paid leave available to fathers?	Yes	Law No. 027/2023 of 18/05/2023 amending the law No. 66/2018 of 30/08/2018 regulating labor in Rwanda, Art. 5; Ministerial Order no. 02/MIFOTRA/23 of 01/08/2023, Art. 54
Is dismissal of pregnant workers prohibited?	Yes	Law No. 27/2023 of 18/05/2023, Art. 1

Childcare

Does the law establish the provision of center-based childcare services?	Yes	Ministerial Order No. 001/MIGEPROF/2020 of 3 June 2020, Arts. 2 and 5
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	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	Yes	Regulation No. 55/2022, Arts. 2(23) and 74
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	Law No. 27/2016 Governing Matrimonial Regimes, Donations and Successions, Art. 6; Law No. 27/2021 Law governing Land, Art. 5
Do sons and daughters have equal rights to inherit assets?	Yes	Law No. 27/2016 Governing Matrimonial Regimes, Donations and Successions, Arts. 54 and 73
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Law No. 27/2016 Governing Matrimonial Regimes, Donations and Successions, Art. 75
Does the law provide for the valuation of nonmonetary contributions?	Yes	Law No. 27/2016 Governing Matrimonial Regimes, Donations and Successions, Arts. 3-8

Pension

Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Law No. 05/2015 of 30/03/2015 Governing the Organization of Pension Schemes, Art. 18
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	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

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

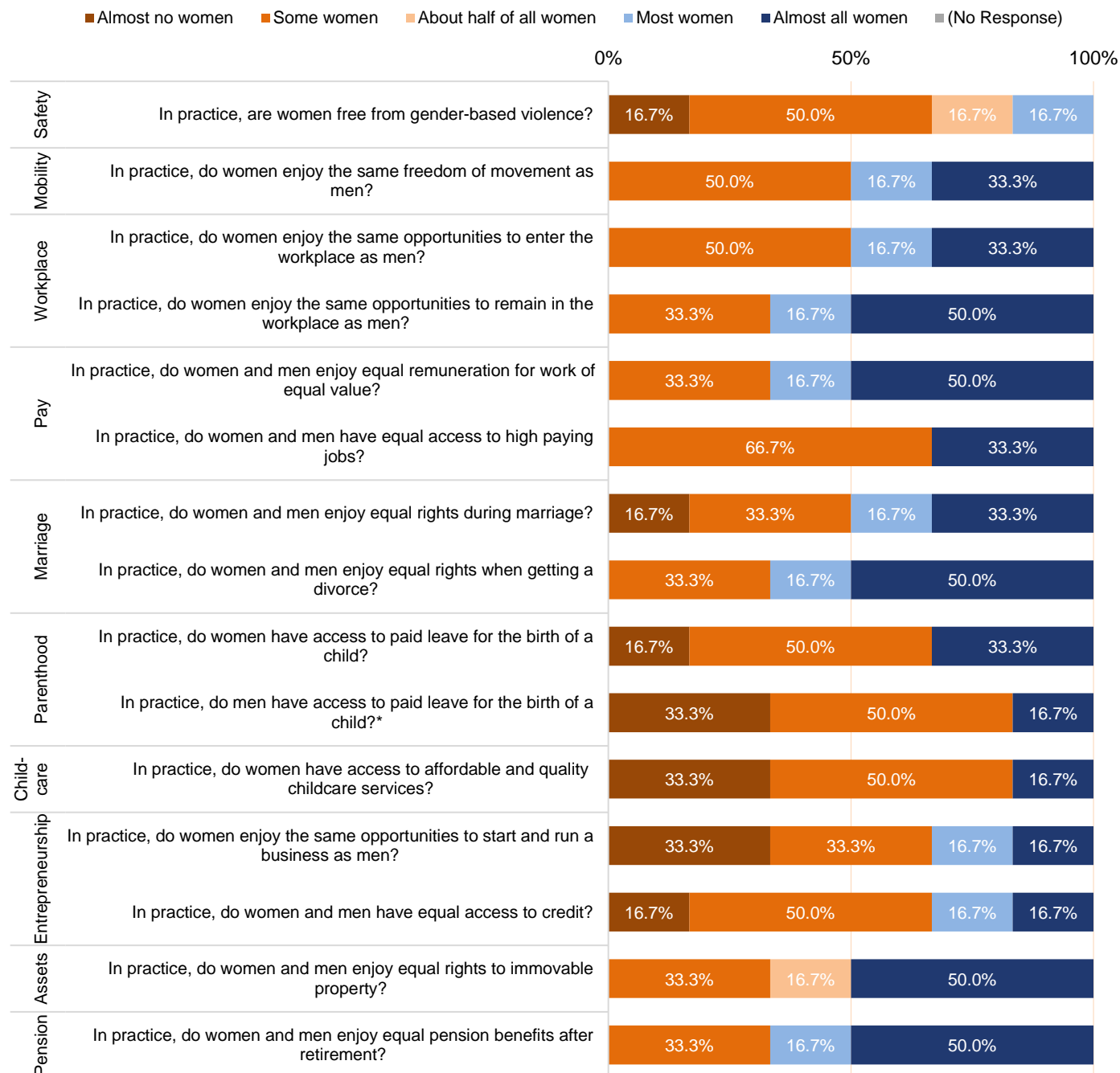
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	Yes	Transport Policy
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Law Establishing the Gender Monitoring Office, Arts. 6 and 7; Gender Monitoring Office Complaint Submission Form
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?	Yes	National Institute of Statistics Rwanda: Labour Force Survey Trends
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?	Yes	Access to Justice Bureau
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Rwanda Social Security Board 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?	Yes	National Institute of Statistics of Rwanda: Rwanda for SDGs National Metadata
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?	Yes	National Institute of Statistics
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Women's Guarantee Fund; National Women's Council
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Revised National Gender Policy - February 2021
Assets		



Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Law No. 27/2016 Governing Matrimonial Regimes, Donations and Successions, Arts. 5-6; Law No. 27/2021 Law Governing Land, Art. 22; Land Policy
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Access to Justice Bureau
Have anonymized sex-disaggregated data on property ownership been published?	Yes	National Gender Statistics Report; Rwanda Land Dashboard
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law No. 05/2015 of 30/03/2015, Art. 87



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.