










Senegal

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
50.0	28.3	N/A

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 Senegal due to an insufficient number of responses received from this economy during data collection.

For Senegal, data refer to the legal frameworks and supportive frameworks that are applicable to the main business city (Dakar). The scores for Senegal 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	0.0	75.0	50.0	50.0	50.0	100.0	0.0	50.0	25.0	100.0
Supportive frameworks score	50.0	66.7	0.0	0.0	0.0	66.7	0.0	100.0	0.0	0.0
Expert opinions score	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

In summary, the **WBL 2.0 legal frameworks score** for Senegal (50.0 out of 100.0) is lower than the global average (64.2) and lower than the Sub-Saharan Africa regional average (57.4). When it comes to laws affecting women’s work after having children and laws affecting the size of a woman’s pension, Senegal obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Senegal is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Senegal may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Senegal (28.3 out of 100.0) is lower than the global average (39.5) and higher than the Sub-Saharan Africa regional average (24.5). When it comes to supportive frameworks related to women starting and running a business, Senegal obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Senegal is on the indicator measuring supportive frameworks affecting women’s decisions to work. To improve on the Workplace indicator, Senegal 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.

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?	No	No applicable provisions could be located
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?	No	Code de la famille, Art. 153
Can a woman travel internationally 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
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Loi no. 2013-05 du 8 Juillet 2013 portant modification de la loi no 61-10 du 7 mars 1961 déterminant la nationalité, Art. 1
Workplace		
Can a woman get a job in the same way as a man?	Yes	Code de la famille, Art. 371
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, Arts. L.29-1 et L.29-2; Convention Collective Nationale Interprofessionnelle du 30 Décembre 2019, Art. 19
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?	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?	No	Code du Travail, Art. L.146; Arrêté Relatif au Travail des Femmes et des Femmes Enceintes, Arts. 1 et 15
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 de la famille, Art. 151
Can a woman be “head of household” or “head of family” in the same way as a man?	No	Code de la famille, Art. 152
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Code de la famille, Art. 165
Does a woman have the same rights to remarry as a man?	No	Code de la famille, Art. 112
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Art. 143
Are leave benefits for mothers paid solely by the government?	Yes	Code de la Sécurité Sociale, Art. 132
Is paid leave available to fathers?	Yes	Convention Collective Nationale Interprofessionnelle du 30 Décembre 2019, Art. 27
Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Arts. L142 bis et 143
Childcare		
Does the law establish the provision of center-based childcare services?	No	No applicable provisions could be located
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 de la famille, Arts. 371 et 374
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
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?	Yes	Code des marchés publics, Art. 4
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Code de la famille, Arts. 368, 371 and 380
Do sons and daughters have equal rights to inherit assets?	No	Code de la famille, Arts. 572-604
Do male and female surviving spouses have equal rights to inherit assets?	No	Code de la famille, Arts. 601, 603 et 609
Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Code du Travail, Art. 69; Accord interprofessionnel national sur la retraite à soixante (60) ans dans le secteur privé, Arts. 1 et 3
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Règlement intérieur No. 1 de l'IPRES relatif au régime général de retraite, Art. 13
Is the mandatory retirement age for a woman and a man the same?	Yes	Accord interprofessionnel national sur la retraite à soixante (60) ans dans le secteur privé, Art. 5; Code du Travail, Art. 69
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Règlement Interieur No. 2, Art. 16(b)

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Stratégie Nationale pour l'Equité et l'Egalité de genre 2016-2026; Boutiques de Droit; Formation sur la prise en charge des victimes de violences basées sur le genre
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	Ministère de la Femme, de la Famille et de l'Enfance
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	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 nationale 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	Code de la Securite Sociale, Art. 132
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	Ministere de l' Economie du Plan et de la Cooperation: Time Use Survey Report 2021
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	Agence Nationale de Statistique et de la Démographie
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Fonds national de promotion de l'entreprenariat féminin (FNPEF); Délégation générale à l'Entreprenariat Rapide des femmes et de jeunes (DER/FJ)
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Strategie Nationale d'Inclusion Financiere (2022-2026)
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
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
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	No	Insufficient evidence located