











Togo

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| 77.5 | 27.5 | 71.3 |

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 Togo, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Lomé). The scores for Togo 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 | 75.0 | 75.0 | 100.0 | 100.0 | 100.0 | 0.0 | 75.0 | 100.0 | 100.0 |
| Supportive frameworks score | 25.0 | 66.7 | 0.0 | 0.0 | 66.7 | 33.3 | 0.0 | 33.3 | 0.0 | 50.0 |
| Expert opinions score | 0.0 | 100.0 | 87.5 | 81.3 | 87.5 | 75.0 | 25.0 | 93.8 | 62.5 | 100.0 |

In summary, the **WBL 2.0 legal frameworks score** for Togo (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 laws affecting women’s pay, constraints related to marriage, 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, Togo obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Togo is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Togo may wish to consider legally establishing provision of childcare services in center-based settings, 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 Togo (27.5 out of 100.0) is lower than the global average (39.5) and higher than the Sub-Saharan Africa regional average (24.5). Togo 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 Togo is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Togo 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 Togo (71.3 out of 100.0) is higher than the global average (65.7) and higher than the Sub-Saharan Africa regional average (54.6). When it comes to expert opinions on freedom of movement and expert opinions on women's pensions, Togo obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Togo 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? | Yes | Loi N° 2022-018, Art. 1(237 ter); Code du Travail, Arts. 40-42 et 368; Loi N° 83-1 Instaurant Code de Procédure Pénale, Art. 2; Loi n° 2022-020 relative à la protection des apprenants contre les violences à caractère sexuel au Togo, Arts. 13 et 17 |
| Does the law address domestic violence? | Yes | Loi N° 2022-018, Art. 1(232, 237 et 237bis); Loi No. 2015-010 portant nouveau code pénal, Arts. 211-212 |
| 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 | Code des personnes et de la famille, Arts. 102 et 16 nouveau |
| 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? | No | Loi sur la nationalité, Arts. 3, 5 et 23 |
| 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 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. 4 et 39 |
| Does the law allow employees to request flexible work? | Yes | Labor Code, Art. 184 |
| 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" or "head of family" in the same way as a man? | Yes | Code des personnes et de la famille, Art. 99 |
| 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 |
| Does a woman have the same rights to remarry as a man? | Yes | Loi no. 2022-017 du 15 Novembre 2022, Art. 2 |

| Parenthood | | |
|--|-----|---|
| Is paid leave of at least 14 weeks available to mothers? | Yes | Code du Travail, Art. 190 |
| Are leave benefits for mothers paid solely by the government? | Yes | Code du Travail, Art. 190; Loi No. 2022-019, Art. 1 |
| Is paid leave available to fathers? | Yes | Convention Collective Interprofessionnelle du 2 Décembre 2011, Art. 45 |
| Is dismissal of pregnant workers prohibited? | Yes | Loi 2022-19, Art. 190 |
| 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 des personnes et de la famille, Art. 103 |
| Does the law prohibit discrimination in access to credit based on gender? | Yes | Code pénal, Arts. 237 nouveau et 312 nouveau |
| 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 | Loi No. 2021-033 du 31 décembre 2021 relative aux marchés publics, Arts. 17 et 21 |
| Assets | | |
| Do a woman and a man have equal administrative power and ownership rights to immovable property, including land? | Yes | Code des personnes et de la famille, Art. 363; Code foncier et domanial, Art. 8(8), 12 et 628 |
| Do sons and daughters have equal rights to inherit assets? | Yes | Code des personnes et de la famille, Arts. 413, 414 et 426 |
| Do male and female 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 provide for the valuation of nonmonetary contributions? | Yes | Loi No. 2022-017 du 15 Novembre 2022, Art. 100 nouveau |
| Pension | | |
| Are the ages at which a woman and a man can retire with full pension benefits the same? | Yes | Loi No. 2011-006 du 21 février 2011 portant Code de Sécurité Sociale, Art. 42 |
| Are the ages at which a woman and a man 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 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? | Yes | Loi No. 211-6 du 21 février 2011 portant Code de Sécurité Sociale, Art. 79(2) |

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? | Yes | Document Budgétaire Sensible au Genre 2022 |
| Mobility | | |

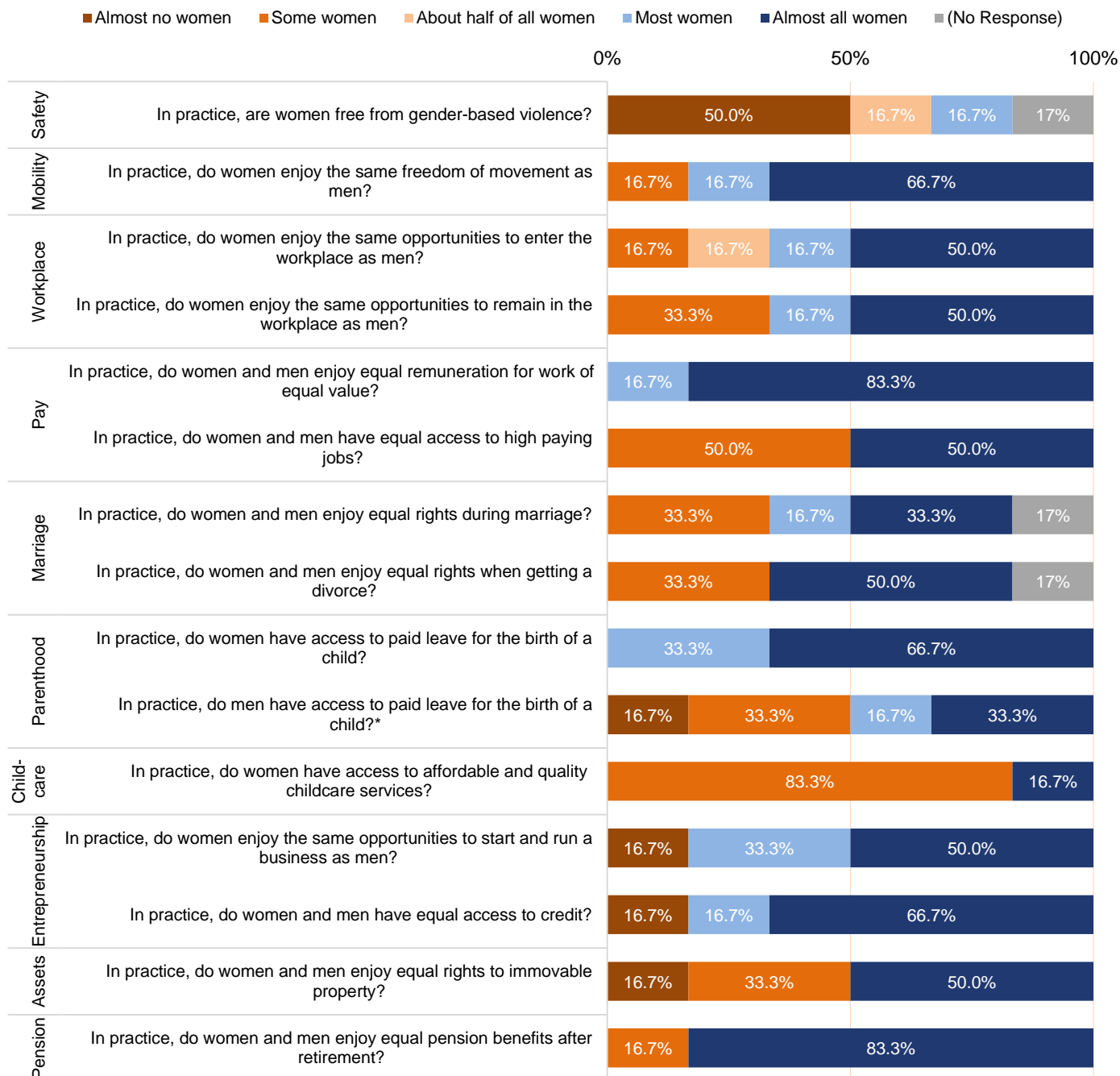
| | | |
|--|-----|--|
| Are passport application processes the same for a woman and a man? | Yes | Procédures de demande de passeports |
| Are the application processes for official identity documents the same for a woman and a man? | Yes | Procédures de demande de carte d'identité |
| Does a current 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? | Yes | Code des personnes et de la famille, Arts. 117, 127 et 128 |
| Are there specialized family courts? | Yes | Code de l'Organisation judiciaire, Art. 112 et 113; Code des Personnes et de la Famille, Art. 43 |
| 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 | Loi No. 2022-019, Art. 1 |
| 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? | No | Insufficient evidence located |
| Does a current national government plan or strategy focus on women's access to financial services? | Yes | Stratégie Nationale d'Inclusion Financière (2020-2024) |
| 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 | | |



WOMEN, BUSINESS AND THE LAW 2024

| | | |
|---|-----|-----------------------------------|
| 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 | Code de Sécurité sociale, Art. 94 |

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.