

# Djibouti

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| <b>50.0</b>                    | <b>26.7</b>                         | <b>58.1</b>                   |

*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 Djibouti, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Djibouti Ville). The scores for Djibouti 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      | <b>25.0</b>                                                                         | <b>100.0</b>                                                                        | <b>50.0</b>                                                                         | <b>50.0</b>                                                                         | <b>0.0</b>                                                                          | <b>75.0</b>                                                                         | <b>25.0</b>                                                                           | <b>50.0</b>                                                                           | <b>25.0</b>                                                                           | <b>100.0</b>                                                                          |
| Supportive frameworks score | <b>0.0</b>                                                                          | <b>100.0</b>                                                                        | <b>0.0</b>                                                                          | <b>0.0</b>                                                                          | <b>33.3</b>                                                                         | <b>33.3</b>                                                                         | <b>0.0</b>                                                                            | <b>66.7</b>                                                                           | <b>33.3</b>                                                                           | <b>0.0</b>                                                                            |
| Expert opinions score       | <b>25.0</b>                                                                         | <b>75.0</b>                                                                         | <b>50.0</b>                                                                         | <b>56.3</b>                                                                         | <b>25.0</b>                                                                         | <b>100.0</b>                                                                        | <b>25.0</b>                                                                           | <b>75.0</b>                                                                           | <b>75.0</b>                                                                           | <b>75.0</b>                                                                           |

In summary, the **WBL 2.0 legal frameworks score** for Djibouti (50.0 out of 100.0) is lower than the global average (64.2) and higher than the Middle East & North Africa regional average (38.6). When it comes to constraints on freedom of movement and laws affecting the size of a woman's pension, Djibouti obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Djibouti is on the indicator measuring constraints related to marriage. To improve on the Marriage indicator, Djibouti may wish to consider allowing women to be head of household in the same way as men, no longer requiring a married woman to obey her husband, allowing women to obtain a divorce in the same way as a man and giving women the same rights to remarry as men.

The **WBL 2.0 supportive frameworks score** for Djibouti (26.7 out of 100.0) is lower than the global average (39.5) and higher than the Middle East & North Africa regional average (24.9). When it comes to supportive frameworks affecting freedom of movement, Djibouti obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Djibouti is on the indicator measuring supportive frameworks affecting women's safety. To improve on the Safety indicator,

Djibouti 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 Djibouti (58.1 out of 100.0) is lower than the global average (65.7) and lower than the Middle East & North Africa regional average (66.0). When it comes to expert opinions on women's work after having children, Djibouti obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Djibouti is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

| QUESTION                                                                                                          | ANSWER | LEGAL BASIS                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Safety</b>                                                                                                     |        |                                                                                                                                                                                                               |
| 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 N° 66/AN/719/8ème L portant protection, prévention et prise en charge des femmes et enfants victimes de violence, Art. 3; Code Pénal, Arts. 325(4), 329, 332, 335, 336 and 343; Code Civil, Arts. 645-649 |
| Does the law address femicide?                                                                                    | No     | No applicable provisions could be located                                                                                                                                                                     |
| <b>Mobility</b>                                                                                                   |        |                                                                                                                                                                                                               |
| Can a woman choose where to live in the same way as a man?                                                        | Yes    | No restrictions could be located                                                                                                                                                                              |
| Can a woman travel internationally in the same way as a man?                                                      | Yes    | Décret portant sur la mise en circulation de passeport ordinaire biométrique                                                                                                                                  |
| 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    | Civil Code, Arts. 30, 34, 39 and 40                                                                                                                                                                           |
| <b>Workplace</b>                                                                                                  |        |                                                                                                                                                                                                               |
| 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    | Code du Travail, Art. 3                                                                                                                                                                                       |
| Does the law allow employees to request flexible work?                                                            | No     | No applicable provisions could be located                                                                                                                                                                     |
| <b>Pay</b>                                                                                                        |        |                                                                                                                                                                                                               |
| Does the law mandate equal remuneration for work of equal value?                                                  | Yes    | Code du Travail, Arts. 136 et 137                                                                                                                                                                             |
| 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. 112                                                                                                                                                                                     |
| Can a woman work in an industrial job in the same way as a man?                                                   | No     | Code du Travail, Art. 111                                                                                                                                                                                     |
| <b>Marriage</b>                                                                                                   |        |                                                                                                                                                                                                               |
| Is the law free of legal provisions that require a married woman to obey her husband?                             | No     | Code de la famille, Art. 31                                                                                                                                                                                   |
| Can a woman be "head of household" or "head of family" in the same way as a man?                                  | No     | Code de la famille, Art. 31                                                                                                                                                                                   |
| Can a woman obtain a judgment of divorce in the same way as a man?                                                | No     | Code de la famille, Art. 39                                                                                                                                                                                   |
| Does a woman have the same rights to remarry as a man?                                                            | No     | Code de la famille, Arts. 42-44                                                                                                                                                                               |
| <b>Parenthood</b>                                                                                                 |        |                                                                                                                                                                                                               |
| Is paid leave of at least 14 weeks available to mothers?                                                          | Yes    | Code du Travail, Art. 113                                                                                                                                                                                     |



|                                                                                                                  |     |                                                                                                                                              |
|------------------------------------------------------------------------------------------------------------------|-----|----------------------------------------------------------------------------------------------------------------------------------------------|
| Are leave benefits for mothers paid solely by the government?                                                    | No  | Code du Travail, Art. 113                                                                                                                    |
| Is paid leave available to fathers?                                                                              | Yes | Code du Travail, Art. 100(f)                                                                                                                 |
| Is dismissal of pregnant workers prohibited?                                                                     | Yes | Code du Travail, Art. 114                                                                                                                    |
| <b>Childcare</b>                                                                                                 |     |                                                                                                                                              |
| Does the law establish the provision of center-based childcare services?                                         | Yes | Décret d'application N° 2019-269/PR/MFF, Arts. 2 et 22; Loi n°31/AN/18/8ème L, Arts. 1 et 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                                                                                                    |
| <b>Entrepreneurship</b>                                                                                          |     |                                                                                                                                              |
| 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 | Code Pénal, Arts. 390 et 391                                                                                                                 |
| 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                                                                                                    |
| <b>Assets</b>                                                                                                    |     |                                                                                                                                              |
| Do a woman and a man have equal administrative power and ownership rights to immovable property, including land? | Yes | Code de la famille, Art. 32; Constitution, Arts. 1 and 12; Organization of Landed Property Ownership (Amendment) 2018, Art. 18               |
| Do sons and daughters have equal rights to inherit assets?                                                       | No  | Code de la famille, Art. 115                                                                                                                 |
| Do male and female surviving spouses have equal rights to inherit assets?                                        | No  | Code de la famille, Arts. 113 et 114                                                                                                         |
| Does the law provide for the valuation of nonmonetary contributions?                                             | No  | Code de la famille, Art. 32                                                                                                                  |
| <b>Pension</b>                                                                                                   |     |                                                                                                                                              |
| Are the ages at which a woman and a man can retire with full pension benefits the same?                          | Yes | Loi No. 17/AN/8/6ème L portant modification de l'âge de départ. à la retraite, Art. 1                                                        |
| Are the ages at which a woman and a man can retire with partial pension benefits the same?                       | Yes | Loi No. 17/AN/8/6ème L portant modification de l'âge de départ à la retraite, Arts. 3 et 4; Décret no. 2015-060/PR/MTRA, Art. 1              |
| 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. 154/AN/02/4ème L portant codification du fonctionnement de l'OPS et du régime général de retraite des travailleurs salariés, Art. 53 |

## WBL 2.0 supportive frameworks data

| QUESTION                                                                                                                                    | ANSWER | SOURCE                          |
|---------------------------------------------------------------------------------------------------------------------------------------------|--------|---------------------------------|
| <b>Safety</b>                                                                                                                               |        |                                 |
| 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   |
| <b>Mobility</b>                                                                                                                             |        |                                 |
| 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 | National Development Plan 2020-2024                                                         |
| <b>Workplace</b>                                                                                                                                           |     |                                                                                             |
| 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                                                               |
| <b>Pay</b>                                                                                                                                                 |     |                                                                                             |
| 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                                                               |
| <b>Marriage</b>                                                                                                                                            |     |                                                                                             |
| Is there a fast-track process or procedure for family law disputes?                                                                                        | No  | Insufficient evidence located                                                               |
| Are there specialized family courts?                                                                                                                       | Yes | Personal Status Tribunal                                                                    |
| Is legal aid available for family law disputes?                                                                                                            | No  | Insufficient evidence located                                                               |
| <b>Parenthood</b>                                                                                                                                          |     |                                                                                             |
| Is it possible to apply for maternity benefits through a single government application process?                                                            | Yes | Website of la Caisse Nationale de sécurité sociale, "Allocation de Maternité"               |
| 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                                                               |
| <b>Childcare</b>                                                                                                                                           |     |                                                                                             |
| 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                                                               |
| <b>Entrepreneurship</b>                                                                                                                                    |     |                                                                                             |
| 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 | Women and Youth Entrepreneurship Project; Center of Leadership and Entrepreneurship         |
| Does a current national government plan or strategy focus on women's access to financial services?                                                         | Yes | National Development Plan (2020-2024); National Strategy of Financial Inclusion (2022-2027) |
| <b>Assets</b>                                                                                                                                              |     |                                                                                             |
| Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?                                         | Yes | Organization of Landed Property Ownership, Arts. 18, 19 and 58; Family Code, Art. 32        |
| 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                                                               |
| <b>Pension</b>                                                                                                                                             |     |                                                                                             |
| Are incentives in place to increase women's retirement benefits?                                                                                           | No  | Insufficient evidence located                                                               |

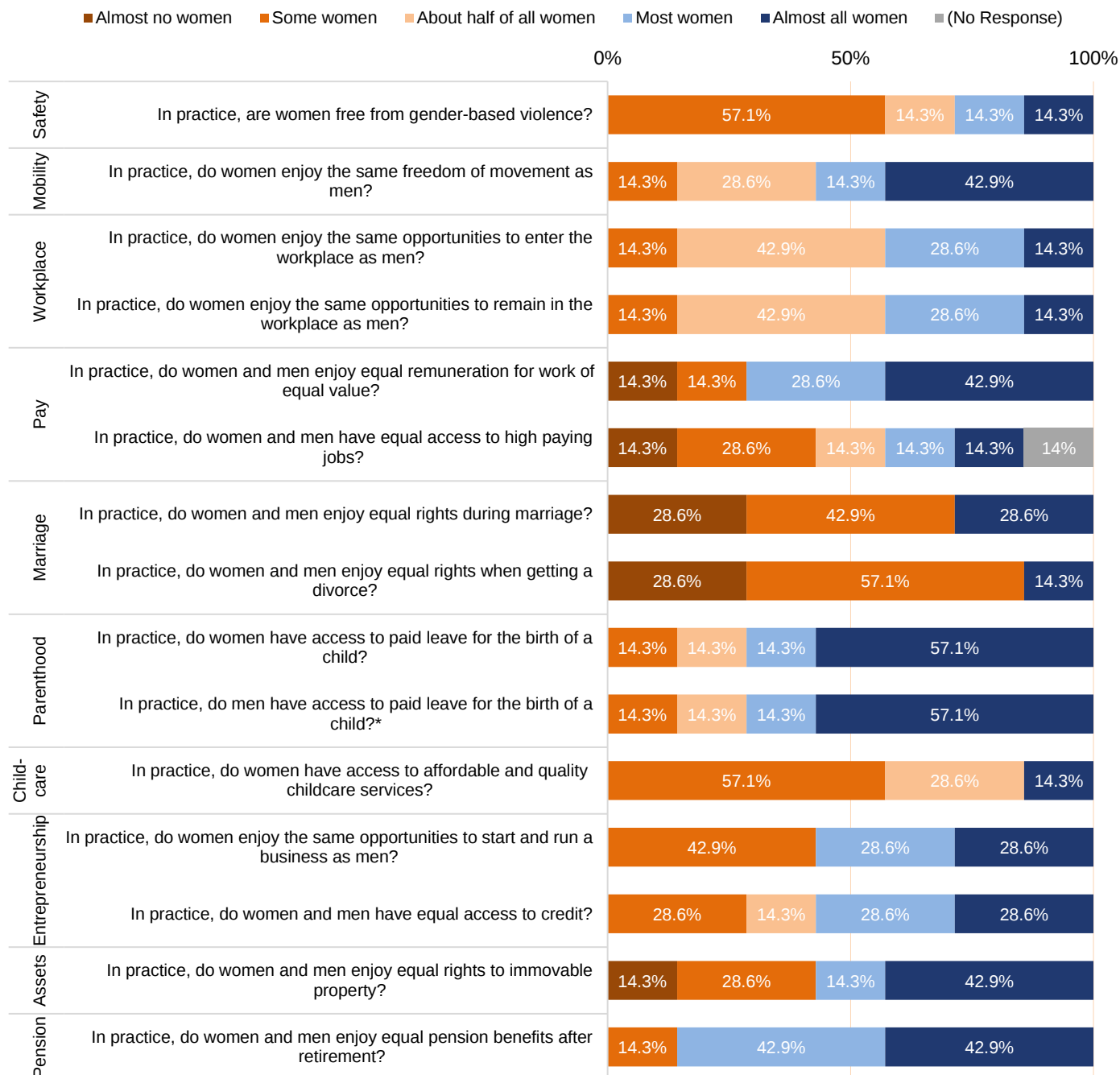
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

No

Insufficient evidence located

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## 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.