



ETHIOPIA

REGION
Sub-Saharan Africa

MAIN BUSINESS CITY
Addis Ababa

INCOME GROUP
Low Income

FEMALE LABOR FORCE PARTICIPATION
76 percent

Ethiopia, the second-most populous nation in Sub-Saharan Africa, is one of the fastest-growing economies in the region and aims to achieve lower middle-income status by 2025. For the country to continue to progress economically, gender inequality represents a crucial challenge. When women have the same opportunities as men, they enter and remain in the labor force, strengthening economies and enabling development. Gender equality is also associated with better development outcomes, such as lower rates of vulnerable employment and extreme poverty among female workers.

WBL INDEX SCORE

76.9

ABOVE
REGIONAL AVERAGE
for Sub-Saharan Africa

71.0

ABOVE
GLOBAL AVERAGE

76.1

ETHIOPIA ENACTED REFORMS
AFFECTING SIX OF THE INDEX'S
EIGHT INDICATORS

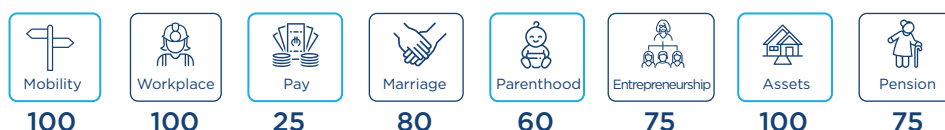
Index score
in 1971

44.4

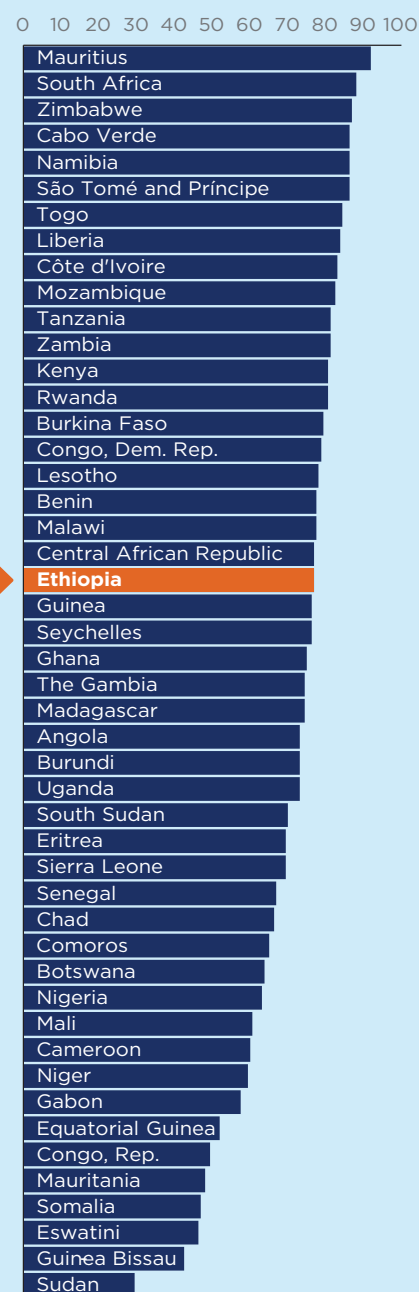
Index score
in 2021

76.9

WBL 2021 SCORE BY INDICATOR



Sub-Saharan Africa WBL 2021 Index Score

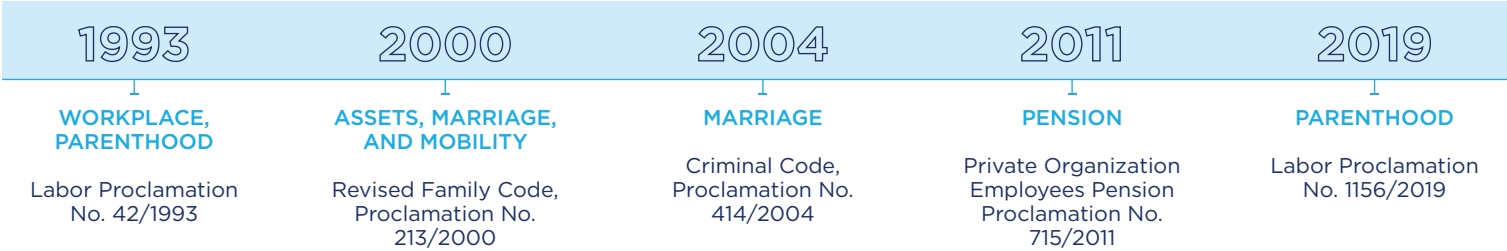


Mauritius and South Africa receive the highest scores in the region, with 91.9 and 88.1, respectively. Among low-income economies in the region, Ethiopia scores above the average of 69.8 and is in the top ten. Economies of the same income group that receive a higher *Women, Business and the Law* index score than Ethiopia include Togo, Liberia, and Mozambique.

Ethiopia's score on the *Women, Business and the Law* index has increased significantly over the last 50 years, with the largest improvements occurring in the last three decades due to a series of transformative legal reforms. In 1993, Ethiopia introduced a new Labor Proclamation that prohibited gender discrimination in employment and the dismissal of pregnant workers. In 2000, Ethiopia enacted a new family law that significantly strengthened women's economic rights by allowing women to be head of household and choose where to live in the same way as men. It also eliminated the legal requirement for married women to obey their husbands. The reform also granted spouses equal rights to immovable property and equal administrative authority over assets during

marriage. In 2004, Ethiopia enacted legislation protecting women from domestic violence, by criminalizing violence committed by a spouse or intimate partner. In 2011, Ethiopia introduced an old-age pension system that set the same retirement age for men and women. Most recently, in 2019, Ethiopia increased paid maternity leave from 90 to 120 days and introduced three days of paid paternity leave. Overall, Ethiopia enacted reforms affecting six of the eight *Women, Business and the Law* indicators, increasing its score from 44.4 in 1971 to 76.9 in 2021.

Today, Ethiopia receives a score of 100 on three indicators: Mobility, Workplace, and Assets. These scores signify that men and women have equal rights and opportunities in the areas measured. The remaining five indicators, however, show room to improve. Gaps persist in the regulatory framework as measured by the Pay, Marriage, Parenthood, Entrepreneurship, and Pension indicators. The following sections explore Ethiopia's scores for each of the *Women, Business and the Law* indicators, highlighting both progress made and remaining opportunities for reform.





MOBILITY 100/100

Of the 48 economies in Sub-Saharan Africa, 25, including Ethiopia, receive a score of 100 on the Mobility indicator. Mobility affects every step in a working woman's life cycle. Limitations in this area reduce opportunities for women to build networks with other entrepreneurs and exchange vital information on market opportunities, ultimately preventing them from developing their full potential as successful business owners. Increasing women's mobility, including the opportunity to freely commute to and from a workplace outside the home, can give women access to better employment opportunities. Ethiopia achieved a score of 100 in this area after introducing the Revised Family Code in 2000, which established the right for women to choose where to

live in the same way as men. Under the previous law, the marital home was to be chosen by the husband, while the Revised Family Code now stipulates that both spouses shall jointly decide on their marital home. A study conducted after this reform was passed found that the implementation of the Revised Family Code was associated with a significant increase in women's labor force participation and work outside the home (Hallward-Driemeier and Gajigo, 2015). Women were also more likely to work full-time and in higher-skilled jobs after the Code entered into force (Hallward-Driemeier and Gajigo, 2015).



CAN A WOMAN CHOOSE WHERE TO LIVE IN THE SAME WAY AS A MAN? ✓ YES

CAN A WOMAN TRAVEL OUTSIDE HER HOME IN THE SAME WAY AS A MAN? ✓ YES

CAN A WOMAN APPLY FOR A PASSPORT IN THE SAME WAY AS A MAN? ✓ YES

CAN A WOMAN TRAVEL OUTSIDE THE COUNTRY IN THE SAME WAY AS A MAN? ✓ YES



WORKPLACE 100/100

Ethiopia also receives a score of 100 under the Workplace indicator, which analyzes laws affecting women's decisions to enter and remain in the labor force. With the passage of the Penal Code of 1957, Ethiopia became a pioneer in the region for legally protecting women from sexual harassment and imposing criminal penalties for such conduct. Article 593 established that anyone who "procures from a woman sexual intercourse or any other indecent act by taking advantage of her material or mental distress or of the authority he exercises over her by virtue of his position, function or capacity as a protector, teacher, master or employer, or by virtue of any other like relationship, is punishable". Up until the early 1990s, Ethiopia was the only country in the region that had legal provisions on sexual harassment in employment. In 1993, the country enacted Labor Proclamation No. 42/1993, which prohibited gender discrimination in employment. Ethiopia is among 42 economies in the region that have introduced legal provisions prohibiting employers from discriminating based on gender or sex since 1970.

CAN A WOMAN GET A JOB IN THE SAME WAY AS A MAN? ✓ YES

DOES THE LAW PROHIBIT DISCRIMINATION IN EMPLOYMENT BASED ON GENDER? ✓ YES

IS THERE LEGISLATION ON SEXUAL HARASSMENT IN EMPLOYMENT? ✓ YES

ARE THERE CRIMINAL PENALTIES OR CIVIL REMEDIES FOR SEXUAL HARASSMENT IN EMPLOYMENT? ✓ YES



PAY 25/100

Just 13 economies in Sub-Saharan Africa, and less than one-third globally, receive a score of 100 on the Pay indicator. This indicator focuses on laws and regulations affecting occupational segregation and the gender wage gap. Pay has the second-lowest performance of all indicators, with an average global score of just 67.5. Should a woman successfully enter and remain in the labor force, it is imperative that she not face job restrictions or receive lower pay than a man holding the same position. Yet 88 economies still restrict the jobs women can hold.



On the Pay indicator, Ethiopia receives its lowest score of 25/100. While women can work the same night hours as men under Ethiopian labor law, women cannot work in certain industrial jobs or in jobs deemed dangerous in the same way as men. Specifically, article 87 of Labor Proclamation No. 1156/2019 prohibits women from performing work that may be listed by the Ministry to be particularly dangerous to women or hazardous to their health. The Directive on Activities Particularly Arduous or Harmful to Women's Reproductive Health lists the jobs that women may not perform, including underground activities, cave excavations, and the spraying of pesticides. Restrictions on women's work limit the range of jobs that they can hold, and can lead to occupational segregation and to the relegation of women to low-paying sectors and activities. Nevertheless, several economies in the region provide good practice examples. Kenya enacted the Employment Act No. 11 of 2007, which eliminated restrictions on women's ability to work in the same industries as men and in jobs deemed dangerous. In 2001, Rwanda lifted all legal restrictions on women's employment, promoting greater equality of opportunity for women in the labor market.



GOOD PRACTICE: TANZANIA

Employment and Labour Relations Act, Sec. 7

"(10) [...] every employer shall take positive steps to guarantee equal remuneration for men and women for work of equal value."

DOES THE LAW MANDATE EQUAL REMUNERATION FOR WORK OF EQUAL VALUE?

✗ NO

CAN A WOMAN WORK AT NIGHT IN THE SAME WAY AS A MAN?

✓ YES

CAN A WOMAN WORK IN A JOB DEEMED DANGEROUS IN THE SAME WAY AS A MAN?

✗ NO

JOBS DEEMED HAZARDOUS

✗ NO

JOBS DEEMED ARDUOUS

✗ NO

JOBS DEEMED MORALLY INAPPROPRIATE

✓ YES

CAN A WOMAN WORK IN AN INDUSTRIAL JOB IN THE SAME WAY AS A MAN?

✗ NO

MINING

✗ NO

CONSTRUCTION

✓ YES

FACTORIES

✓ YES

AGRICULTURE

✗ NO

ENERGY

✓ YES

WATER

✓ YES

TRANSPORTATION

✓ YES

OTHER

✓ YES

Fewer than half of all economies worldwide (90) mandate equal remuneration for work of equal value. Since 1993, Ethiopia has prohibited discrimination against female workers in matters of remuneration on the grounds of sex. These prohibitions are stipulated in Labor Proclamation No. 42/1993, as well as in Labor Proclamations No. 377/2003 and No. 1156/2019. However, these laws do not mandate equal remuneration for work of equal value in line with the International Labour Organization (ILO) standard set in Convention 100 on Equal Remuneration. To comply with this standard, laws should mandate equal remuneration for men and women who perform not only identical or similar work, but also different work which is nevertheless of equal value. Twenty-two economies in Sub-Saharan Africa give legislative expression to the principle of equal remuneration for work of equal value.



MARRIAGE 80/100

Unequal rights in marriage and divorce can have negative effects on women's intra-household bargaining power and jeopardize their financial security. Legally protecting women from domestic violence, as well as ensuring they have the ability to divorce and remarry in the same way as men, is vital to achieving equality in this area. Ethiopia scores 80 out of 100 points on this indicator. In 2005, Ethiopia became the fourth country in the region (after Cabo Verde, Mauritius, and Senegal) to enact legislation prohibiting domestic violence. While Ethiopia does not have stand-alone, comprehensive domestic violence legislation, the inclusion in the Criminal Code of an article that prohibits domestic violence represented a positive step. Since then, 21 other countries in the region have introduced legislation on domestic violence.



Women in Ethiopia do not have the same rights to remarry as men. Specifically, article 16 of the Revised Family Code No. 213/2000 subjects women—but not men—to a 180-day waiting period between divorce and remarriage. Twenty-four countries in Sub-Saharan Africa grant women and men equal rights to remarriage. A good practice example of legislation in this area comes from Rwanda, which abolished the waiting period for divorced women in 2016 and widows in 2020, thereby ensuring that women and men have equal rights to remarry.

IS THERE NO LEGAL PROVISION THAT
REQUIRES A MARRIED WOMAN TO OBEY
HER HUSBAND?

✓ YES

CAN A WOMAN BE HEAD OF HOUSEHOLD
IN THE SAME WAY AS A MAN?

✓ YES

IS THERE LEGISLATION SPECIFICALLY
ADDRESSING DOMESTIC VIOLENCE?

✓ YES

CAN A WOMAN OBTAIN A JUDGMENT OF
DIVORCE IN THE SAME WAY AS A MAN?

✓ YES

DOES A WOMAN HAVE THE SAME RIGHTS
TO REMARRY AS A MAN?

✗ NO

INTRODUCTION OF DOMESTIC VIOLENCE LEGISLATION IN SUB-SAHARAN AFRICA, 2014-2019

▼ 2014 Guinea-Bissau, Comoros

▼ 2015 Kenya

▼ 2017 Chad

▼ 2018 Burkina Faso, Eswatini

▼ 2019 Liberia, Madagascar





PARENTHOOD 60/100

Ethiopia receives a score of 60/100 on the Parenthood indicator, which examines laws affecting women’s work during pregnancy and after having children. Maternity and paternity leave schemes can help recognize and redistribute unpaid care work. Ethiopia is among five countries in the region that grant over 100 days of paid maternity leave to mothers. This was achieved with the passage of Labor Proclamation No. 1156/2019, which increased paid maternity leave from 90 to 120 days and introduced three days of paid paternity leave. Ethiopia is also one of the 38 countries in Sub-Saharan Africa that prohibits the dismissal of pregnant workers.

While these reforms are critical to ensure women’s ability to get jobs and remain in the workforce, employers rather than the government are legally responsible for administering maternity benefits in Ethiopia. When employers are solely liable for paying maternity benefits, they may perceive the cost of hiring women of childbearing age to be higher than hiring men. To improve the situation of women workers and help prevent discrimination in the workplace, the ILO’s recommended standard is to either establish a compulsory social insurance scheme or finance the benefits through public funds. Governments in 18 of the 48 economies in Sub-Saharan Africa fully administer maternity leave benefits.

LENGTH OF PAID LEAVE (CALENDAR DAYS)

	Maternity	Paternity	
The Gambia	180	14	<div><div></div></div>
Ethiopia	120	3	<div><div></div></div>
Seychelles	112	14	<div><div></div></div>
Congo, Rep.	105	0	<div><div></div></div>
São Tomé and Príncipe	98	0	<div><div></div></div>
Kenya	90	14	<div><div></div></div>
Nigeria	84	0	<div><div></div></div>
Mozambique	60	1	<div><div></div></div>
Sudan	56	0	<div><div></div></div>

IS PAID LEAVE OF AT LEAST 14 WEEKS AVAILABLE TO MOTHERS? ☒ YES

DOES THE GOVERNMENT ADMINISTER 100% OF MATERNITY LEAVE BENEFITS? ☒ NO

IS PAID LEAVE AVAILABLE TO FATHERS? ☒ YES

IS THERE PAID PARENTAL LEAVE? ☒ NO

IS DISMISSAL OF PREGNANT WORKERS PROHIBITED? ☒ YES





ENTREPRENEURSHIP 75/100

Laws that prescribe equal access when conducting financial transactions, entrepreneurial activity, or when receiving financial assistance are key to expanding access to finance for women-owned businesses. The Entrepreneurship indicator analyzes constraints on women starting and running businesses. Ethiopia scores 75 out of 100 points on this indicator because the law does not prohibit discrimination in access to credit based on gender. Since 2000, nine economies in the region have introduced legal provisions prohibiting discrimination in access to credit based on gender. *Women, Business and the Law* has found that laws prohibiting gender-based discrimination by creditors are positively associated with female bank account ownership.



GOOD PRACTICE: ZAMBIA

Gender Equity and Equality Act of 2015

Zambia shows a good practice in the area of Entrepreneurship. According to the Gender Equity and Equality Act of 2015, both sexes shall have equal access and rights to credit, capital, mortgages, security, and training. The law also explicitly prohibits discrimination against women based on their gender and marital status when accessing financial services or resources.

DOES THE LAW PROHIBIT DISCRIMINATION IN ACCESS TO CREDIT BASED ON GENDER?

✗ NO

CAN A WOMAN SIGN A CONTRACT IN THE SAME WAY AS A MAN?

✓ YES

CAN A WOMAN REGISTER A BUSINESS IN THE SAME WAY AS A MAN?

✓ YES

CAN A WOMAN OPEN A BANK ACCOUNT IN THE SAME WAY AS A MAN?

✓ YES



ASSETS 100/100

The Assets indicator examines gender differences in property and inheritance law. Strong property rights can allow women to leverage assets for economic gain. Ethiopia is one of just 17 economies in the region to achieve a perfect score on this indicator. The country fully equalized men's and women's rights in this area on July 4, 2000, when it introduced the Revised Family Code, which granted women equal rights to immovable property and allowed a married woman to jointly administer marital property together with her husband. Previously, the Civil Code of 1960 enforced a restriction on women's rights to administer property, with article 656 mandating that the husband would administer common property.

DO MEN AND WOMEN HAVE EQUAL OWNERSHIP RIGHTS TO IMMOVABLE PROPERTY?

✓ YES

DO SONS AND DAUGHTERS HAVE EQUAL RIGHTS TO INHERIT ASSETS FROM THEIR PARENTS?

✓ YES

DO MALE AND FEMALE SURVIVING SPOUSES HAVE EQUAL RIGHTS TO INHERIT ASSETS?

✓ YES

DOES THE LAW GRANT SPOUSES EQUAL ADMINISTRATIVE AUTHORITY OVER ASSETS DURING MARRIAGE?

✓ YES

DOES THE LAW PROVIDE FOR THE VALUATION OF NONMONETARY CONTRIBUTIONS?

✓ YES



PENSION 75/100

The Pension indicator assesses laws affecting women's economic prospects in retirement. Ethiopia receives a score of 75/100 on this indicator. In 2011, Ethiopia introduced an old-age pension system for private-sector workers that set the same retirement age for men and women. However, Ethiopia is among the 24 countries, out of 48 in the region, that do not account for absence due to childcare in pension benefits. Explicit recognition of maternity leave as a qualifying period of employment allows women's retirement savings to continue growing while on care leave. In Zimbabwe, for example, Section 18 of the Labor Act provides that accumulation of pension rights remains uninterrupted for a female employee during the period of maternity leave. Other countries, such as Benin, Burkina Faso, Cameroon, and Togo, credit time spent on maternity leave as insured periods. Provisions like these can help ensure women's economic security in old age.

IS THE AGE AT WHICH MEN AND WOMEN
CAN RETIRE WITH FULL PENSION BENEFITS
THE SAME?

✓ YES

AGE (WOMEN)

60

AGE (MEN)

60

IS THE AGE AT WHICH MEN AND WOMEN
CAN RETIRE WITH PARTIAL PENSION
BENEFITS THE SAME?

✓ YES

IS THE MANDATORY RETIREMENT AGE FOR
MEN AND WOMEN THE SAME?

✓ YES

ARE PERIODS OF ABSENCE DUE TO
CHILDCARE ACCOUNTED FOR IN PENSION
BENEFITS?

✗ NO



THE WAY FORWARD

Women in Ethiopia have experienced significant increases in socio-economic opportunities thanks to reforms pursued over the last several decades. Of the 35 good practices measured by *Women, Business and the Law*, however, Ethiopia still has room to improve on 20 percent of them. Prioritizing reforms in the areas of **Pay, Marriage, Parenthood, Entrepreneurship, and Pension** is crucial to help women achieve full equality before the law.

The largest gap to fill is in the area of **Pay**, where Ethiopia should consider lifting restrictions on women's employment and ensuring that any protective measures are strictly limited to pregnant or nursing mothers. Lifting restrictions on women's ability to work in jobs deemed dangerous and arduous as well as on certain jobs in the mining and agriculture sectors could impact important economic outcomes such as occupational segregation and the gender pay gap, which remain pressing issues in both the formal and informal sectors. Ethiopia should also consider mandating equal remuneration for work of equal value. This measure would allow for a comparison of different jobs of the same value, taking into consideration the fact that women are still concentrated in a limited number of occupations and that these tend to be undervalued.

Even in the areas where the country has recently pursued reforms, such as in **Parenthood**, the legal framework can still

be improved. Ethiopia should consider administering 100 percent of maternity leave benefits through the government and establishing the right to some form of paid parental leave, either shared between mother and father or available as an individual entitlement. While in 2019 Ethiopia increased paid maternity leave to four months and introduced three days of paid paternity leave, an awareness raising campaign was disrupted by the COVID-19 pandemic. This resulted in employers and employees not yet being aware of the existence of the reform or its specific elements. To address this gap, civil society organizations were carrying out workshops and trainings at the time of writing, with the goal of providing information about the reforms. These organizations have also continued to monitor potential implementation gaps. Further reforms and awareness-raising measures about existing laws could help to redistribute unpaid care work and reduce discrimination in hiring.

In the area of **Marriage**, Ethiopia could consider granting women the same rights to remarry as men by lifting the waiting period for women to remarry. In the area of **Pension**, the country could consider accounting for periods of absence due to childcare in pension benefits. To achieve equality before the law in the area of **Entrepreneurship**, Ethiopia should consider prohibiting discrimination in access to credit based on gender.

ACKNOWLEDGEMENTS

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SOURCES









Hallward-Driemeier, M. and O. Gajigo (2015) "Strengthening Economic Rights and Women's Occupational Choice: The Impact of Reforming Ethiopia's Family Law", *World Development*, Vol. 70, pp. 260–273.



For more information, including analysis over time, please visit wbl.worldbank.org or contact wbl@worldbank.org.

Women, Business and the Law examines progress toward gender equality over time by measuring the laws and regulations that restrict women's economic empowerment in 190 economies. The project presents eight indicators structured around women's interactions with the law as they move through their lives and careers: Mobility, Workplace, Pay, Marriage, Parenthood, Entrepreneurship, Assets, and Pension. Overall scores are calculated by taking the average of each indicator, with 100 representing the highest possible score.

ANALYSIS: ETHIOPIA IN THE *WOMEN, BUSINESS AND THE LAW* INDEX

INDICATOR	QUESTION	REGIONAL TREND (Y/N)	Y/N	ETHIOPIA LEGAL BASIS
 Mobility	Can a woman choose where to live in the same way as a man?	63% 38%	Yes	Revised Family Code Proclamation, Art. 54
	Can a woman travel outside her home in the same way as a man?	98% 2%	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	75% 25%	Yes	Immigration Proclamation No. 354 of 2003, Arts. 6 and 11; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	98% 2%	Yes	No restrictions could be located
 Workplace	Can a woman get a job in the same way as a man?	79% 21%	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	90% 10%	Yes	Constitution of the Federal Democratic Republic of Ethiopia, Art. 35; Labor Proclamation No. 1156/2019 Art. 87 (1)
	Is there legislation on sexual harassment in employment?	75% 25%	Yes	Labor Proclamation No. 1156/2019, Arts. 2(11), 14(1)(h) and 14(2)(h); Criminal Code, Art. 625
	Are there criminal penalties or civil remedies for sexual harassment in employment?	73% 27%	Yes	Criminal: Criminal Code, Art. 625 Civil: Labor Proclamation No. 1156/2019, Sec. 3 -
 Pay	Does the law mandate equal remuneration for work of equal value?	46% 54%	No	No applicable provisions could be located
	Can women work the same night hours as men?	94% 6%	Yes	No restrictions could be located
	Can women work in jobs deemed dangerous in the same way as men?	58% 42%	No	Labor Proclamation No. 1156/2019, Arts. 87 and 171
	Are women able to work in the same industries as men?	52% 48%	No	Directive on Activities Particularly Arduous or Harmful to Women's Reproductive Health, Art. 5(a), 5(d)
 Marriage	Is there no legal provision that requires a married woman to obey her husband?	90% 10%	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	65% 35%	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	65% 35%	Yes	Criminal Code, Art. 564
	Can a woman obtain a judgment of divorce in the same way as a man?	79% 21%	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	50% 50%	No	Revised Family Code Proclamation, Art. 16(1)
 Parenthood	Is paid leave of at least 14 weeks available to mothers?	56% 44%	Yes	Labor Proclamation No. 1156/2019, Art. 88
	Does the government pay 100% of maternity leave benefits?	38% 63%	No	Labor Proclamation No. 1156/2019, Art. 88
	Is there paid paternity leave?	58% 42%	Yes	Labor Proclamation No 1156/2019 Art. 81(2)
	Is there paid parental leave?	0% 100%	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	79% 21%	Yes	Labor Proclamation No. 1156/2019, Art. 87(6)
 Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	19% 81%	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	96% 4%	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	92% 8%	Yes	Commercial Code of 1960, Arts. 16 and 94-107
	Can a woman open a bank account in the same way as man?	85% 15%	Yes	Civil Code of Ethiopia, Art. 654(2)
 Assets	Do men and women have equal ownership rights to immovable property?	79% 21%	Yes	Revised Family Code Proclamation, Arts. 59, 66 and 90
	Do sons and daughters have equal rights to inherit assets from their parents?	75% 25%	Yes	Civil Code of Ethiopia, Arts. 837 and 842
	Do female and male surviving spouses have equal rights to inherit assets?	71% 29%	Yes	Civil Code of Ethiopia, Arts. 842-847
	Does the law grant spouses equal administrative authority over assets during marriage?	83% 17%	Yes	Revised Family Code Proclamation, Arts. 66 and 68
	Does the law provide for the valuation of nonmonetary contributions?	60% 40%	Yes	Revised Family Code Proclamation, Arts. 57, 58 and 62
 Pension	Are the ages at which men and women can retire with full pension benefits equal?	85% 15%	Yes	Private Organization Employees Pension Proclamation No. 715/2011, Art. 17(1)
	Are the ages at which men and women can retire with partial pension benefits equal?	92% 8%	Yes	No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	96% 4%	Yes	Labor Proclamation No. 1156/2019, Art. 24(3)
	Are periods of absence due to childcare accounted for in pension benefits?	50% 50%	No	No applicable provisions could be located