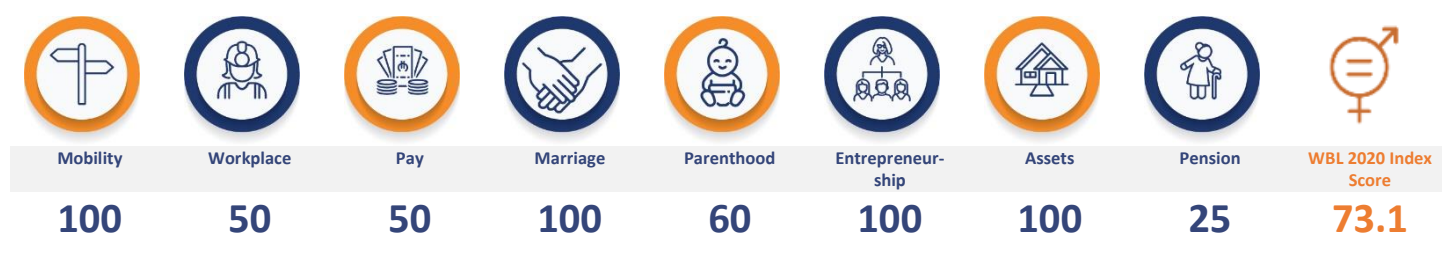


Angola

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Luanda). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Angola scores 73.1 out of 100**. The overall score for Angola is higher than the regional average observed across Sub-Saharan Africa (69.9).

Angola - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, constraints on women’s starting and running a business, and gender differences in property and inheritance, Angola gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a women's pension, Angola could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Angola is on the indicator related to laws affecting the size of a women’s pension (the WBL2020 Pension Indicator). To improve on the Pension Indicator, Angola may wish to consider equalizing the ages at which men and women can retire with full pension benefits, equalizing the mandatory retirement age for men and women, and accounting for periods of absence from work due to childcare in pension benefits.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Art. 10
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Decree No. 3/00 of January 14, Arts. 4 and 17; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	General Labor Law, Arts. 4(1), Art. 157(1) and Art. 242(1)
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	General Labor Law, Arts 157 and 242
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: General Labor Law, Art. 243 Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: General Labor Law, Art. 243 Construction: No restrictions could be located Factories: General Labor Law, Art. 243, Art. 245 and Presidential Decree No. 29/17 (22 February 2017) Agriculture: General Labor Law, Art. 243 and Presidential Decree No. 29/17 (22 February 2017) Energy: General Labor Law, Art. 243 and Presidential Decree No. 29/17 (22 February 2017) Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Law Against Domestic Violence N. 25/11
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	No	General Labor Law, Art. 246(f) and 247; Presidential Decree No. 8/11 of January 7, 2011, Art. 5
	Does the government pay 100% of maternity leave benefits?	Yes	Presidential Decree No. 8/11 of January 7, 2011, Arts. 5, 10 and 32
	Is there paid paternity leave?	Yes	General Labor Law, Art. 145(1)(b) and 145(2)
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	General Labor Law, Arts. 207(1)(b) and 246(1)(d)
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Penal Code, Art. 197
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Art. 10
	Can a woman register a business in the same way as a man?	Yes	Family Code, Art. 10
Assets	Can a woman open a bank account in the same way as man?	Yes	Family Code, Art. 10
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Arts. 3 and 54-56
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 2133 and 2139
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 2133
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Arts. 54 and 56
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 49
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Decree 4/08, Arts. 3(1) and 5 Men: Decree 4/08, Arts. 3(1) and 5
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	No	Women: General Labor Law, Art. 218 Men: General Labor Law, Art. 218
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provision could be located