

# Guinea-Bissau

*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 (Bissau). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Guinea-Bissau scores 42.5 out of 100**. The overall score for Guinea-Bissau is lower than the regional average observed across Sub-Saharan Africa (69.9).

## Guinea-Bissau - Scores for Women, Business and the Law 2020



### Relative Strengths

Guinea-Bissau does not attain a perfect score on any of the WBL2020 indicators. There is room for improvement across all eight indicators.

### Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Guinea-Bissau could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Guinea-Bissau is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Guinea-Bissau may wish to consider mandating equal remuneration for work of equal value, allowing women to work the same night hours as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in all the same industries as men.

### 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?	No	Civil Code, Art. 1672
	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-Law No. 2-A/2001 of August 7
	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?	No	Civil Code, Art. 1676
	Does the law prohibit discrimination in employment based on gender?	Yes	Law No. 2 of 1986, Art. 20(2)(b)
	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?	No	No applicable provisions could be located
	Can women work the same night hours as men?	No	Law No. 2 of 1986, Art. 160(1)
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Law No. 2 of 1986, Art. 155(4) Jobs deemed arduous: Law No. 2 of 1986, Art. 155(4) Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Law No. 2 of 1986, Art. 155(4) Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located 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?	No	Civil Code, Art. 1674
	Is there legislation specifically addressing domestic violence?	Yes	Law No. 6/2014
	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?	No	Civil Code, Art. 1605
	Is paid leave of at least 14 weeks available to mothers?	No	Law No. 2 of 1986, Art. 158(1)
	Does the government pay 100% of maternity leave benefits?	Yes	Law No. 2 of 1986, Art. 158(6)
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	No	Civil Code, Art. 1686
Assets	Can a woman open a bank account in the same way as man?	No	Civil Code, Art. 1680
	Do men and women have equal ownership rights to immovable property?	No	Civil Code, Art. 1678
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 2139
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 2133 and 2147
	Does the law grant spouses equal administrative authority over assets during marriage?	No	Civil Code, Art. 1678
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 1717 and 1721-1731
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Decreto-Lei No. 5/86, Art. 66 Men: Decreto-Lei No. 5/86, Art. 66
	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?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located