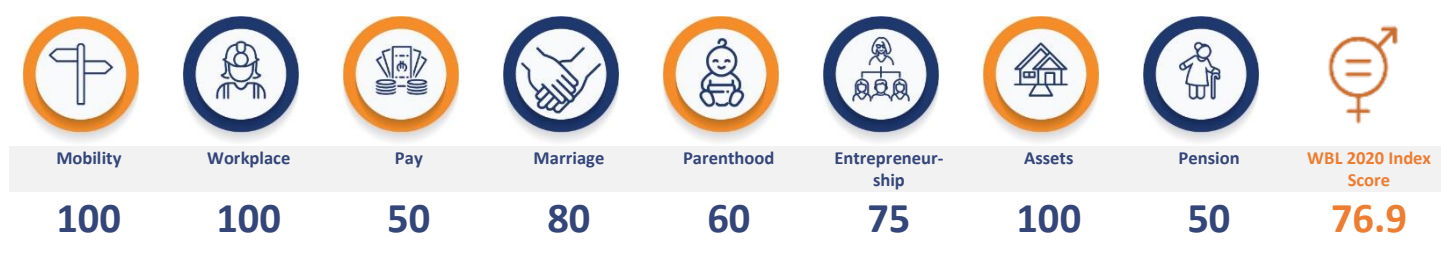


# Mozambique

*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 (Maputo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Mozambique scores 76.9 out of 100**. The overall score for Mozambique is higher than the regional average observed across Sub-Saharan Africa (69.9).

## Mozambique - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, and gender differences in property and inheritance, Mozambique gets a perfect score.

### Areas for Improvement

However, when it comes to 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, and laws affecting the size of a women's pension, Mozambique could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Mozambique is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Mozambique may wish to consider mandating equal remuneration for work of equal value, and allowing women to work in jobs deemed dangerous in the same way 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?	Yes	Family Law, Art. 96
	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	Decreto No. 13/2008, Art. 2; 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	Family Law, Art. 98
	Does the law prohibit discrimination in employment based on gender?	Yes	Law Núm. 23, Art. 54(1)
	Is there legislation on sexual harassment in employment?	Yes	Criminal Code Law N.35/2014, Arts. 222 and 224; Labor Law N.23/2007, Art. 66(2)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Criminal Code Law N.35/2014, Arts. 222 and 224 <i>Civil:</i> Labor Law N.23/2007, Art. 66(3)
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?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Law Núm. 23, Art. 11(2) 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?	Yes	Mining: No restrictions could be located 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	Family Law, Art. 94
	Can a woman be head of household in the same way as a man?	Yes	Family Law, Art. 99
	Is there legislation specifically addressing domestic violence?	Yes	Law N.29/2009 on Domestic Violence Perpetrated Against Women; Criminal Code Law N.35/2014, Art. 37(aa) and Ch. IX
	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	Portuguese Civil Code, Art. 1605
	Is paid leave of at least 14 weeks available to mothers?	No	Law Núm. 23, Art. 12
	Does the government pay 100% of maternity leave benefits?	Yes	Decree Núm. 53, Arts. 6(b) and 27
	Is there paid paternity leave?	Yes	Law Núm. 23, Art. 12(5)
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneur.	Is dismissal of pregnant workers prohibited?	Yes	Law Núm. 23, Art. 11
	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?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Family Law, Art. 102
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Portuguese Civil Code, Arts. 2133(1)(a) and 2139
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Portuguese Civil Code, Arts. 2133(1)(a), 2139 and 2141
Pension	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law, Arts. 102 and 103
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law, Art. 137
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Decree Núm. 53, Art. 28; Decree Núm. 51, Art. 29 Men: Decree Núm. 51, Art. 29
	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: Law Núm. 23, Art. 125(2) Men: Law Núm. 23, Art. 125(2)
Are periods of absence due to child care accounted for in pension benefits?	Yes	Decree Núm. 51, Art. 120(b)	