

# Timor-Leste

*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 (Dili). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Timor-Leste scores 83.1 out of 100**. The overall score for Timor-Leste is higher than the regional average observed across East Asia & Pacific (71.3).

## Timor-Leste - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, gender differences in property and inheritance, and laws affecting the size of a women’s pension, Timor-Leste gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, and constraints on women's starting and running a business, Timor-Leste could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Timor-Leste is on the indicator related to laws affecting women’s work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Timor-Leste may wish to consider making paid leave of at least 14 weeks available to mothers, and making paid parental leave available.

### Recent Reforms (2018-2019)

Pension: Timor-Leste explicitly accounted for periods of absence due to child care in pension benefits.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 1561
	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. 12/2017, Amending Decree-Law 52/2016, Arts. 14 and 16; Ministerial Resolution No.10/2017
	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	Civil Code, Art. 1569
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law, Art. 6
	Is there legislation on sexual harassment in employment?	Yes	Labor Law, Art. 7
	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?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located 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	Civil Code, Arts. 1559 and 1560
	Can a woman be head of household in the same way as a man?	Yes	Civil Code, Arts. 1562 and 1944
	Is there legislation specifically addressing domestic violence?	Yes	Law No. 7/2010; Criminal Code, Art. 154
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Art. 1650
	Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 1494
Parenthood	Is paid leave of at least 14 weeks available to mothers?	No	Labor Law, Art. 59(1)
	Does the government pay 100% of maternity leave benefits?	Yes	Decree-Law No. 18, Art. 4(2); Labor Law, Arts. 59 and 61
	Is there paid paternity leave?	Yes	Labor Law, Art. 60
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Labor Law, Art. 65
Entrepren.	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	Commercial Companies Act of 2017, Art. 13
	Can a woman open a bank account in the same way as man?	Yes	Civil Code, Art. 1572
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 1559 and 1570
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 2000(1)(a) and 2006
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 2006, 2008 and 2011
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Arts. 1559, 1570 and 1574
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 1610 and 1615 - 1617
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Decree-Law No. 17, Art. 18 Men: Decree-Law No. 17, Art. 18
	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?	Yes	Decree-Law No. 18, Art. 13; Decree-Law No. 18/2017 approves the Maternity, Paternity and Adoption Protection Legal Regime under the Contributory Social Security Regime