

# Portugal

*Women, Business and the Law 2021* 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 (Lisbon). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Portugal scores 100 out of 100**. The overall score for Portugal is higher than the regional average observed across High income (OECD) countries (95.1). Within the High income: OECD region, there are 10 economies that score 100 out of 100.

## Portugal - Scores for Women, Business and the Law 2021



## Relative Strengths

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 woman's pension, Portugal gets a perfect score.

## Areas for Improvement

Portugal attains a perfect score on all of the WBL2021 indicators.

## Recent Reforms

Portugal gave women the same rights to remarry as men.



Further data details for Portugal are available at:  
<https://wbl.worldbank.org/en/data/exploreeconomies/portugal/2021>

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 1673
	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. 83/2000 of 11 May, Arts. 14 and 16; Passport application procedures
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
	Can a woman get a job in the same way as a man?	Yes	Civil Code, Art. 1677-D
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 30
	Is there legislation on sexual harassment in employment?	Yes	Labor Code, Law No. 7 of 2009, Art. 29
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Labor Code, Law No. 7 of 2009, Arts. 28 and 29(4)
	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Art. 31
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	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	Civil Code, Arts. 1671 and 1674
	Is there legislation specifically addressing domestic violence?	Yes	Penal Code, Art. 152; Law No. 112/2009
Parenthood	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	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?	Yes	See parental leave
	Does the government pay 100% of maternity leave benefits?	Yes	Statutory Decree No. 91, Arts. 1, 2 and 30
	Is paid leave available to fathers?	Yes	Labor Code, Art. 43(1)
Entrepren.	Is there paid parental leave?	Yes	Labor Code, Art. 40; Labor Code, Art. 41(2); Labor Code, Art. 40(3)
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 63
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law No. 14/2008 of 12 March as Amended by Law No. 9/2015 of 11 February, Arts. 2-4
	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	Civil Code, Art. 1680
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Art. 1671(1)
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 2133
	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	Civil Code, Arts. 1678 and 1682-B
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 1730
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Ordinance No. 50/2019, Art. 1 Men: Ordinance No. 50/2019, Art. 1
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: Decree Law No. 10, Arts. 1 and 3; Decree Law No. 8, Art. 4 Men: Decree Law No. 10, Arts. 1 and 3; Decree Law No. 8, Art. 4
	Is the mandatory retirement age for men and women the same?	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. 91, Art. 22