

Angola

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 79.4 out of 100**. The overall score for Angola is higher than the regional average observed across Sub-Saharan Africa (71.5). Within the Sub-Saharan Africa region, the maximum score observed is 89.4 (Mauritius).

Angola - Scores for Women, Business and the Law 2022



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women 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 pay, laws affecting women's work after having children, and laws affecting the size of a woman'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 measuring laws affecting the size of a woman's pension (the WBL2022 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

During the past year (October 2nd, 2020 – October 1st, 2021), Angola enacted legislation protecting women from sexual harassment in employment. It also adopted criminal penalties for sexual harassment in employment.



Further data details for Angola are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/angola/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Art. 44
	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 procedures
	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 Code, Art. 47
	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?	Yes	Criminal Code, Art. 186
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Criminal Code, Art. 186 <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 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?	No	General Labor Law, Art. 243
	Can a woman work in an industrial job in the same way as a man?	No	General Labor Law, Art. 243, Art. 245 and Presidential Decree No. 29/17 (22 February 2017)
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Code, Art. 3
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts. 43 and 48
	Is there legislation specifically addressing domestic violence?	Yes	Law Against Domestic Violence No. 25/11
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 78, 89, 93, and 103
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 paid leave available to fathers?	Yes	General Labor Law, Art. 145(1)(b) and 145(2)
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	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. 212; Central Bank of Angola Notice No. 12/2016, Art. 5
	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 a man?	Yes	Law No. 1/88, Art. 10; National Bank Notices No. 12/2016, Art. 5
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Arts. 54-56
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 2133 and 2139; Constitution, Art. 35(5)
	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
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 49, 110, and 111
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Presidential Decree 299/20, Art. 4. Men: Presidential Decree 299/20, Art. 4
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	No	Women: General Labor Law, Art. 218. Men: General Labor Law, Art. 218
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located