

Mozambique

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 (Maputo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Mozambique scores 82.5 out of 100**. The overall score for Mozambique 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).

Mozambique - 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, Mozambique 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, Mozambique could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Mozambique is on the indicator measuring laws affecting women's pay (the WBL2022 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

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



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



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Law of 2019, Art. 100
	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 Núm. 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 of 2019, Art. 102
	Does the law prohibit discrimination in employment based on gender?	Yes	Law No. 23/2007, Art. 54(1)
	Is there legislation on sexual harassment in employment?	Yes	Criminal Code Law No. 24/2019, Art. 205; Labor Law No. 23/2007, Art. 66(2)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Criminal Code Law No. 24/2019, Art. 205 <i>Civil:</i> Labor Law No. 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 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	Law No. 23/2007, Art. 11(2)
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Law of 2019, Art. 97
	Can a woman be head of household in the same way as a man?	Yes	Family Law of 2019, Art. 103
	Is there legislation specifically addressing domestic violence?	Yes	Law No. 29/2009 on Domestic Violence Perpetrated Against Women; Criminal Code Law No. 24/2019, Art. 40
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law of 2019, Arts. 200, 201, and 204
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Code of 2019, Art. 35
	Is paid leave of at least 14 weeks available to mothers?	No	Law No. 23/2007, Art. 12
	Does the government pay 100% of maternity leave benefits?	Yes	Law No. 51/2017, Arts. 5 and 28
	Is paid leave available to fathers?	Yes	Law No. 23/2007, Art. 12(5)
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Law No. 23/2007, Art. 11
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Code of Conduct for Credit and Financial Institutions, Arts. 5(g) and 6
	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	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Family Law of 2019, Art. 106
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 2133(1)(a) and 2139
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 2133(1)(a), 2139, and 2141
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law of 2019, Arts. 106 and 107
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law of 2019, Art. 141
	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Decree No. 51/2017, Art. 29. Men: Decree No. 51/2017, Art. 29
	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: Law No. 23/2007, Art. 125(2); Decree No. 51/2017, Art. 29. Men: Law No. 23/2007, Art. 125(2); Decree No. 51/2017, Art. 29
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Decree No. 51/2017, Art. 120(b)