



São Tomé and Príncipe

Main Business City: São Tomé

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Female Labor Force Participation: 23.0%

Source: *World Development Indicators (WDI)*

Key Findings



Gaps between law and practice

In São Tomé and Príncipe, legal frameworks score is 68, supportive frameworks score is 21, and enforcement perceptions score is 48, showing that gaps still persist between law and practice.



Topic performance

São Tomé and Príncipe outperforms the regional average in Mobility and Parenthood across all pillars.



One of the few

São Tomé and Príncipe is one of 12 economies in the Sub-Saharan Africa region with laws that allow employees to request flexible work.



Reforms

From October 2, 2023, to October 1, 2025, São Tomé and Príncipe did not enact any reforms affecting the topics measured by WBL.

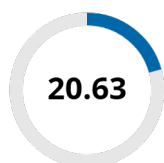
Pillars

Score Range: 0 - 100



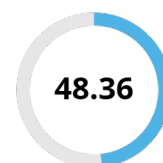
Legal Frameworks

measures laws affecting women's work and entrepreneurship.



Supportive Frameworks

measures policies and institutions supporting the implementation of women's economic rights.



Enforcement Perceptions

measures the extent to which women's economic rights are enforced in practice.

- LEGAL FRAMEWORKS: São Tomé and Príncipe scores higher than both the global average (66.97) and the Sub-Saharan Africa regional average (59.55). At the topic level, it has higher scores than the regional average in all topics except Pay and Entrepreneurship.
- SUPPORTIVE FRAMEWORKS: São Tomé and Príncipe falls below both the global average (46.83) and the Sub-Saharan Africa regional average (32.99). However, at the topic level, it scores above the regional average in Mobility and Parenthood.
- ENFORCEMENT PERCEPTIONS: São Tomé and Príncipe's score is below the global average (53.31) but above the Sub-Saharan Africa regional average (45.02). At the topic level, it scores higher than the regional average in all topics except Pay, Marriage and Entrepreneurship.

Topics

Score Range: 0 - 100

Topics	Legal Frameworks	Supportive Frameworks	Enforcement Perceptions	
Safety	31.25	6.25	14.06	Safety measures legal protection from violence against women, policies and services to implement violence against women laws and the extent to which these laws are enforced.
Mobility	100.00	75.00	87.50	Mobility measures laws and policies affecting women's freedom of movement and the extent to which freedom of movement laws are enforced.
Work	87.50	0.00	62.50	Work measures laws affecting women's decision to work, policies and institutions promoting workplace equality, and the extent to which these laws are enforced.
Pay	75.00	0.00	43.75	Pay measures laws affecting occupational segregation and the gender wage gap, policies supporting equal pay laws, and the extent to which these laws are enforced.
Marriage	75.00	37.50	53.13	Marriage measures legal constraints in marriage and divorce, institutional measures to support equality in marriage and divorce, and the extent to which equality in marriage and divorce is enforced.
Parenthood	73.00	25.00	55.00	Parenthood measures laws and policies supporting women's work during and after pregnancy and the extent to which these laws are enforced.
Childcare	33.25	0.00	20.75	Childcare measures laws and policies on the availability, financing, and quality of childcare services, and the extent to which these laws are enforced.
Entrepreneurship	25.00	25.00	25.00	Entrepreneurship measures laws supporting women's ability to start and run a business, policies supporting female entrepreneurs, and the extent to which these laws are enforced.
Assets	100.00	12.50	68.75	Assets measures women's property and inheritance rights, policies supporting women's property ownership and registration, and the extent to which women's property and inheritance right are enforced.
Pension	79.25	25.00	53.19	Pension measures laws and policies affecting the size of women's pension and the extent to which these laws are enforced.

Full Economy Data (WBL 2026)

Topic
 Indicator
 Questions

Note regarding the Enforcement Perceptions Pillar: “..” indicates that a score could not be computed for the Enforcement Perceptions pillar due to an insufficient number of responses from contributors. It should not be interpreted as zero or as evidence about enforcement conditions in that economy. Enforcement levels (0–4 scale) are categorized as follows: 0.00–0.49 Not at all enforced; 0.50–1.49 Rarely enforced; 1.50–2.49 Moderately enforced; 2.50–3.49 Mostly enforced; 3.50–4.00 Fully enforced.

	Score/Max	Legal Basis or Source
Safety - Legal Frameworks	31.25/100	
1.1 Does the Law Address Child Marriage?	0/1	
1.1.1 Is the legal age of marriage 18 or higher for boys and girls?	Yes	Family Code, Arts. 20 and 22(d)
1.1.2 Is the law free of parental consent exceptions to the legal age of marriage (or is the age of marriage with parental consent 18 or higher)?	Yes	No applicable provisions could be located
1.1.3 Is marriage under the legal age void or voidable?	No	No applicable provisions could be located
1.1.4 Are there penalties for adults who authorize, celebrate, register, or enter into child marriage?	No	No applicable provisions could be located
1.2 Does the Law Address Sexual Harassment?	0.25/1	
1.2.1 Is there legislation on sexual harassment in employment with criminal penalties or civil remedies?	Yes	Penal Code, Art. 166(2); Labor Code, Arts. 18 and 20
1.2.2 Is there legislation on sexual harassment in education/schools with criminal penalties or civil remedies?	No	No applicable provisions could be located
1.2.3 Is there legislation on sexual harassment in public places (or on transportation) with criminal penalties or civil remedies?	No	No applicable provisions could be located
1.2.4 Is there legislation on cyberharassment or cyberstalking with criminal penalties or civil remedies?	No	No applicable provisions could be located
1.3 Does the law Address Domestic Violence?	1/1	
1.3.1 Is there a law or legal provision on domestic violence?	Yes	Law on Domestic and Family Violence
1.3.2 Does legislation on domestic violence establish criminal penalties?	Yes	Law on Domestic and Family Violence, Arts. 13-20
1.3.3 Does legislation on domestic violence provide for protection orders?	Yes	Law on Domestic and Family Violence, Art. 30
1.3.4 Does legislation on domestic violence address physical, sexual (including marital rape), psychological, and financial/economic violence?	Yes	
<i>Does legislation on domestic violence address physical violence?</i>	Yes	Law on Domestic and Family Violence, Art. 7(a)
<i>Does legislation on domestic violence address psychological violence?</i>	Yes	Law on Domestic and Family Violence, Art. 7(b)
<i>Does legislation on domestic violence address financial/economic violence?</i>	Yes	Law on Domestic and Family Violence, Art. 7(d)
<i>Does legislation on domestic violence address sexual violence, including marital rape?</i>	Yes	Law on Domestic and Family Violence, Arts. 5(c), 7(c) and 15
1.4 Does the Law Address Femicide?	0/1	
1.4.1 Does the law specifically criminalize femicide (the intentional killing of a woman with a gender-related motivation)?	No	No applicable provisions could be located

	Score/Max	Legal Basis or Source
1.4.2 Does the law provide for aggravated penalties for the intentional killing of women?	No	No applicable provisions could be located
Safety - Supportive Frameworks	6.25/100	
1.1 Is There an Action Plan or Strategy on Violence against Women?	0/1	
1.1.1 Does the action plan or strategy on violence against women provide for prevention measures?	N/A	Insufficient evidence located
1.1.2 Does the action plan or strategy on violence against women indicate the institutions responsible for its implementation?	N/A	Insufficient evidence located
1.1.3 Does the action plan or strategy on violence against women provide for result targets and indicators?	N/A	Insufficient evidence located
1.2 Are There Mechanisms to Facilitate Access to Justice for Cases of Violence against Women?	0/1	
1.2.1 Are there special police or prosecutorial units on violence against women?	No	Insufficient evidence located
1.2.2 Are there special courts or procedures for cases of violence against women?	No	Insufficient evidence located
1.2.3 Is legal aid provided for cases of violence against women?	No	Insufficient evidence located
1.3 Does the Government Provide or Fund Services for Women Affected by Violence?	0.25/1	
1.3.1 Are there shelters for women affected by violence?	No	Insufficient evidence located
1.3.2 Are there health services for women affected by violence?	Yes	Hospital Ayres de Menezes Medical and Forensic Examination Room
1.3.3 Are there psychological services for women affected by violence?	No	Insufficient evidence located
1.3.4 Are there livelihood support services for women affected by violence?	No	Insufficient evidence located
1.4 Is There an Institutional Mechanism to Monitor the Implementation of Legislation, National Plans, and/or Programs on Violence against Women?	0/1	Insufficient evidence located
Safety - Enforcement Perceptions	14.06/100	
1.1 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Addressing Child Marriage, in Practice?	0/4	
1.2 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Addressing Sexual Harassment, in Practice?	0.25/4	
1.3 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Addressing Domestic Violence, in Practice?	2/4	
1.4 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Addressing Femicide, in Practice?	0/4	
Mobility - Legal Frameworks	100.00/100	
2.1 Does the Law Allow a Woman to Choose Where to Live in the Same Way as a Man?	1/1	Family Code, Art. 82
2.2 Does the Law Allow a Woman to Travel Internationally in the Same Way as a Man?	1/1	

	Score/Max	Legal Basis or Source
2.2.1 Does the law allow a woman to travel abroad in the same way as a man?	Yes	No restrictions could be located
2.2.2 Does the law allow a woman to apply for a passport in the same way as a man?	Yes	Decree-Law No. 01/2018 Approving the Legal Regime of Passports, Arts. 6 and 10
2.3 Does the Law Allow a Woman to Leave the Marital Home and Travel Domestically in the Same Way as a Man?	1/1	No restrictions could be located
2.4 Do a Woman and a Man Have Equal Rights to Confer Citizenship on Their Spouse and Children?	1/1	
2.4.1 Does a woman have the same legal rights to confer nationality to her children?	Yes	Nationality Law, Art. 5
2.4.2 Does a woman have the same legal right to confer nationality to her husband?	Yes	Nationality Law, Art. 6
Mobility - Supportive Frameworks	75.00/100	
2.1 Are the Application Processes for Official Identity Documents the Same for a Woman and a Man?	1/1	ID Application Procedures
2.2 Are Passport Application Processes the Same for a Woman and a Man?	1/1	Passport Application Procedures
2.3 Does a Policy or Plan Consider Women's Mobility Needs in Public Transportation Systems?	0/1	
2.3.1 Does a policy or plan recognize women's needs in accessing and using public transportation?	No	Insufficient evidence located
2.3.2 Does the policy or plan set specific objectives and targets associated with women's transportation needs?	No	Insufficient evidence located
2.4 Are Women Free from Government-imposed Mobility Constraints, Including when Traveling with Their Children?	1/1	No restrictions could be located
Mobility - Enforcement Perceptions	87.50/100	
2.1 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Choose Where to Live in the Same Way as a Man, in Practice?	3/4	
2.2 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Travel Internationally in the Same Way as a Man, in Practice?	4/4	
2.3 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Leave the Marital Home and Travel Domestically in the Same Way as a Man, in Practice?	3/4	
2.4 In Your Opinion, To What Extent Do Public Authorities Enforce Equal Rights Between Women and Men to Confer Citizenship on Their Spouse and Children, in Practice?	4/4	
Work - Legal Frameworks	87.50/100	
3.1 Does the Law Allow Women to Get a Job in the Same Way as a Man?	1/1	Family Code, Art. 90
3.2 Does the Law Prohibit Discrimination in Recruitment Based on Marital Status, Parental Status, or Age?	1/1	
3.2.1 Does the law prohibit discrimination in recruitment based on marital status?	Yes	Law No. 6/2019, Arts. 16, 17, and 21
3.2.2 Does the law prohibit discrimination in recruitment based on parental status?	Yes	Law No. 6/2019, Arts. 16, 17, and 21

	Score/Max	Legal Basis or Source
3.2.3 Does the law prohibit discrimination in recruitment based on age?	Yes	Law No. 6/2019, Arts. 16, 17, and 21
3.3 Does the Law Prohibit Discrimination in Employment Based on Gender?	1/1	Law No. 6/2019, Arts. 16, 17, 21 and 22
3.4 Does the Law Allow Employees to Request Flexible Work?	0.5/1	
3.4.1 Does the law allow employees to request flexibility regarding the time of work?	Yes	Law No. 6/2019, Art. 256
3.4.2 Does the law allow employees to request flexibility regarding the place of work?	No	No applicable provisions could be located
Work - Supportive Frameworks	0.00/100	
3.1 Does a Specialized Body Receive Complaints About Gender Discrimination in Employment?	0/1	Insufficient evidence located
3.2 Does the Government Provide Awareness-Raising Measures on Fair Recruitment Policies Free from Discrimination Based on Gender?	0/1	Insufficient evidence located
3.3 Does the Government Provide Instructional Resources for the Private Sector to Adopt Flexible Work Arrangements?	0/1	Insufficient evidence located
3.4 Does a National Government Plan or Strategy Focus on Women's Access to the Labor Market?	0/1	
3.4.1 Does the plan or strategy include measures to increase women's access to the labor market?	No	Insufficient evidence located
3.4.2 Does the plan or strategy include institutional arrangements to monitor the implementation of the plan or strategy?	No	Insufficient evidence located
3.4.3 Does the plan or strategy provide for result targets and indicators?	No	Insufficient evidence located
Work - Enforcement Perceptions	62.50/100	
3.1 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Get a Job in the Same Way as a Man, in Practice?	3/4	
3.2 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Prohibiting Discrimination in Recruitment Based on Marital Status, Parental Status, or Age, in Practice?	3/4	
3.3 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Prohibiting Discrimination in Employment Based on Gender, in Practice?	3/4	
3.4 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Allowing Employees to Request Flexible Work, in Practice?	1/4	
Pay - Legal Frameworks	75.00/100	
4.1. Does the Law Mandate Equal Remuneration for Work of Equal Value?	0/1	No applicable provisions could be located
4.2. Can a Woman Work at Night in the Same Way as a Man?	1/1	No restrictions could be located
4.3 Can a Woman Work in a Job Deemed Dangerous in the Same Way as a Man?	1/1	
4.3.1 Can a woman work in a job deemed hazardous in the same way as a man?	Yes	No restrictions could be located
4.3.2 Can a woman work in a job deemed arduous in the same way as a man?	Yes	No restrictions could be located

	Score/Max	Legal Basis or Source
4.3.3 Can a woman work in a job deemed morally inappropriate in the same way as a man?	Yes	No restrictions could be located
4.3.4 Is the law free of legal provisions that explicitly give the relevant government authority the power to restrict or prohibit women from working in jobs deemed dangerous?	Yes	No restrictions could be located
4.4 Can a Woman Work in Different Economic Sectors in the Same Way as a Man?	1/1	
4.4.1 Can a woman work in the mining sector in the same way as a man?	Yes	No restrictions could be located
4.4.2 Can a woman work in the construction sector in the same way as a man?	Yes	No restrictions could be located
4.4.3 Can a woman work in the manufacturing sector in the same way as a man?	Yes	No restrictions could be located
4.4.4 Can a woman work in the agriculture sector in the same way as a man?	Yes	No restrictions could be located
4.4.5 Can a woman work in the transportation sector in the same way as a man?	Yes	No restrictions could be located
4.4.6 Can a woman work in the energy sector in the same way as a man?	Yes	No restrictions could be located
4.4.7 Can a woman work in the water sector in the same way as a man?	Yes	No restrictions could be located
4.4.8 Is the law free of legal provisions that explicitly give the relevant government authority the power to restrict or prohibit women from working in different economic sectors?	Yes	No restrictions could be located
Pay - Supportive Frameworks	0.00/100	
4.1 Does the Government Provide Anonymized Sex-Disaggregated Data on Employment and Salaries in Different Economic Sectors?	0/1	
4.1.1 Does the government publish sex-disaggregated data on employment in different economic sectors?	0	Insufficient evidence located
4.1.2 Does the government publish sex-disaggregated data on salaries in different economic sectors?	0	Insufficient evidence located
4.2 Are There Pay Transparency Measures to Address the Pay Gap or Mechanisms to Enforce Equal Pay Legislation??	0/1	
4.2.1 Are there pay transparency measures in place to address the pay gap?	No	Insufficient evidence located
4.2.2 Are there enforcement mechanisms to ensure compliance with equal pay legislation?	No	Insufficient evidence located
4.3 Are There Gender-sensitive Occupational Safety and Health (OSH) Public Policies Applicable to the Private Sector?	0/1	Insufficient evidence located
4.4. Are There Government-led Initiatives Aimed at Incentivizing Women to Work in Science, Technology, Engineering and Mathematics (STEM) Fields?	0/1	Insufficient evidence located
Pay - Enforcement Perceptions	43.75/100	
4.1 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Mandating Equal Remuneration for Work of Equal Value between Women and Men, in Practice?	0/4	
4.2 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Work at Night in the Same Way as a Man, in Practice?	2/4	

	Score/Max	Legal Basis or Source
4.3 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Work in a Job Deemed Dangerous in the Same Way as a Man, in Practice?	2.5/4	
4.4 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Work in Different Economic Sectors in the Same Way as a Man, in Practice?	2.5/4	
Marriage - Legal Frameworks	75.00/100	
5.1 Is the Law Free of Legal Provisions that Require a Married Woman to Obey her Husband?	1/1	Family Code, Art. 81
5.2 Does the Law Provide that a Woman Can be "Head of Household" or "Head of Family" in the Same Way as a Man?	1/1	Family Code, Art. 80
5.3 Does the Law Provide that a Woman Can Obtain a Judgment of Divorce in the Same Way as a Man?	1/1	Family Code, Arts. 175 and 183
5.4 Does the Law Grant a Woman the Same Rights to Remarry as a Man?	0/1	Family Code, Art. 25
Marriage - Supportive Frameworks	37.50/100	
5.1 Is there a Fast-Track Process or Procedure for Family Law Disputes?	0/1	
5.1.1 Is there a fast-track or expedited process for family law disputes?	No	Insufficient evidence located
5.1.2 Are there nonmandatory alternative dispute resolution mechanisms applicable to family law disputes?	No	Insufficient evidence located
5.2 Are there Specialized Family Courts?	1/1	Basic Law of the Judiciary, Arts. 57, 60 and 61
5.3 Is Legal Aid, Provided through a Government Institution or Government-Funded Institution, Available for Family Disputes?	0/1	Insufficient evidence located
5.4 Can a Woman Obtain a Judgment of Divorce without Having to Prove Fault?	0.5/1	
5.4.1 Can a woman obtain a divorce judgment without proving fault or waiting?	No	Family Code, Arts. 183 and 185
5.4.2 Can a woman obtain a no-fault divorce after a mandatory separation period?	Yes	Family Code, Art. 185
Marriage - Enforcement Perceptions	53.13/100	
5.1 In Your Opinion, To What Extent Do Public Authorities Enforce a Married Woman's Right to Not Be Required to Obey Her Husband, in Practice?	3/4	
5.2 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Be the "Head Of Household" or "Head Of Family" in the Same Way as a Man, in Practice?	2/4	
5.3 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Obtain a Judgment of Divorce in the Same Way as a Man, in Practice?	2/4	
5.4 In Your Opinion, To What Extent Do Public Authorities Enforce Equal Rights Between Women and Men to Remarry, in Practice?	1.5/4	
Parenthood - Legal Frameworks	73.00/100	
6.1 Is There Paid Leave Available to Mothers?	0.92/1	Law No. 6/2019, Art. 249; Decree-Law No. 19/2022, Arts. 43 and 46
6.1.1 What is the length of paid leave available to mothers?	90	

	Score/Max	Legal Basis or Source
6.2 Are Leave Benefits for Mothers Paid by the Government?	1/1	
6.2.1 Who pays or administers maternity and parental leave cash benefits?	Government	Decree-Law No. 19/2022, Arts. 2(1) and 7(1)(d)
6.3 Is There Paid Leave Available to Fathers?	0/1	No applicable provisions could be located
6.3.1 What is the length of paid leave available to fathers?	0	
6.4 Is Dismissal of Pregnant Workers Prohibited?	1/1	Law No. 6/2019, Art. 262
Parenthood - Supportive Frameworks	25.00/100	
6.1. Is it Possible to Apply for Maternity Benefits Using a Single Government Application Process?	1/1	INSS - Requirements for Subsidies
6.2. Are Incentives in Place to Encourage Fathers to Take Paternity Leave Upon the Birth of a Child?	0/1	Insufficient evidence located
6.3 Does the Government Publish Anonymized Sex-Disaggregated Data on Unpaid Care Work?	0/1	Insufficient evidence located
6.4. Are There Government-Led Initiatives Aimed at Promoting Equal Sharing of Unpaid Domestic and Care Work Responsibilities Between Men and Women?	0/1	Insufficient evidence located
Parenthood - Enforcement Perceptions	55.00/100	
6.1 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation on Paid Leave for Mothers, in Practice?	2.3/4	
6.2 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation on Leave Benefits for Mothers Paid by the Government, in Practice?	2.5/4	
6.3 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation on Paid Leave for Fathers, in Practice?	0/4	
6.4 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Prohibiting Dismissal of Pregnant Workers, in Practice?	4/4	
Childcare - Legal Frameworks	33.25/100	
7.1 Does the Law Establish the Provision of Center-Based Childcare Services?	1/1	
7.1.1 Does the law establish the provision of center-based childcare services by the government?	Yes	Law No. 03/2022 on Preschool Education, Arts. 3, 15, 22, 24 and 37
7.1.2 Does the law establish the provision of childcare services by private centers?	Yes	Law No. 03/2022 on Preschool Education, Arts. 3, 22 and 24
7.1.3 Does the law establish the provision of childcare services by employers not conditional on female employees?	No	No applicable provisions could be located
7.2 Does the Law Establish Any Form of Support for Families for Childcare Services?	0/1	
7.2.1 Does the law establish any form of financial support for families for childcare services?	No	No applicable provisions could be located
7.2.2 Does the law establish tax incentives for families for childcare services?	No	No applicable provisions could be located
7.3 Does the Law Establish Any Form of Support for Nonstate Childcare Providers?	0/1	

	Score/Max	Legal Basis or Source
7.3.1 Does the law establish any form of financial support for private childcare centers?	No	No applicable provisions could be located
7.3.2 Does the law establish tax incentives for private childcare centers?	No	No applicable provisions could be located
7.3.3 Does the law establish any form of financial support for employers for providing or supporting childcare services for their employees?	No	No applicable provisions could be located
7.3.4 Does the law establish tax incentives for employers for providing or supporting childcare services for their employees?	No	No applicable provisions could be located
7.4 Does the Law Establish Quality Standards for the Provision of Center-Based Childcare Services?	0.33/1	
7.4.1 Does the law establish caregiver-to-child ratio or a maximum group size in childcare centers (public or private)?	Yes	Law No. 03/2022 on Preschool Education, Art. 27
7.4.2 Does the law establish a minimum level of specialized education or training for educators in childcare centers (public or private)?	No	No applicable provisions could be located
7.4.3 Does the law establish mandatory periodic inspection of childcare centers (public or private) by authorized bodies or periodic reporting by childcare centers (public or private) to authorized bodies?	No	No applicable provisions could be located
Childcare - Supportive Frameworks	0.00/100	
7.1 Is There a Publicly Available Registry or Database of Childcare Providers?	0/1	Insufficient evidence located
7.2 Is There a Clearly Outlined Application Procedure to Request Financial Support from the Government for Childcare Services by Parents?	0/1	Insufficient evidence located
7.3 Is There a Clearly Outlined Application Procedure to Request Financial Support from the Government for Childcare Services by Nonstate Childcare Providers?	0/1	
7.3.1. Is There a Clearly Outlined Application Procedure to Request Financial Support from the Government for Childcare Services by Private Centers?	No	Insufficient evidence located
7.3.2. Is There a Clearly Outlined Application Procedure to Request Financial Support from the Government for Childcare Services by Employers?	No	Insufficient evidence located
7.4 Does the Government Publish Reports on the Quality of Childcare Services?	0/1	
7.4.1. Does the government publish reports of a broad nature benchmarking the quality of childcare services?	No	Insufficient evidence located
7.4.2. Does the government provide an open-data information system or publish reports that assess individual childcare providers on the quality of provided services?	N/A	Insufficient evidence located
Childcare - Enforcement Perceptions	20.75/100	
7.1 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Establishing the Provision of Center-Based Childcare Services, in Practice?	2.5/4	
7.2 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Establishing Any Form of Support for Families for Childcare Services, in Practice?	0/4	

	Score/Max	Legal Basis or Source
7.3 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Establishing Any Form of Support for Nonstate Childcare Providers, in Practice?	0/4	
7.4 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Establishing Quality Standards for the Provision of Center-Based Childcare Services, in Practice?	0.82/4	
Entrepreneurship - Legal Frameworks	25.00/100	
8.1 Does the Law Allow a Woman to Undertake Entrepreneurial Activities in the Same Way as a Man?	1/1	
8.1.1 Does the law allow a woman to sign a contract in the same way as a man?	Yes	No restrictions could be located
8.1.2 Does the law allow a woman to register a business in the same way as a man?	Yes	No restrictions could be located
8.1.3 Does the law allow a woman to open a bank account in the same way as man?	Yes	Family Code, Art. 94
8.2 Does the Law Prohibit Discrimination in Access to Credit Based on Gender?	0/1	No applicable provisions could be located
8.3 Does the Law Prescribe a Gender Quota for Corporate Boards?	0/1	No applicable provisions could be located
8.3.1 What is the prescribed quota?	N/A	
8.4 Does the Law Include Gender-Responsive Procurement Provisions for Public Procurement Processes?	0/1	No applicable provisions could be located
Entrepreneurship - Supportive Frameworks	25.00/100	
8.1 Is there a Comprehensive Framework to Support Women Entrepreneurs, Women-Owned or Women-Led Businesses?	0/1	
8.1.1 Is there a plan or strategy supporting female entrepreneurs?	No	Insufficient evidence located
8.1.2 Does the plan or strategy that supports female entrepreneurs provide for specific targets?	No	Insufficient evidence located
8.1.3 Does the plan or strategy that supports female entrepreneurs provide for monitoring and evaluation mechanisms?	No	Insufficient evidence located
8.1.4 Is there an agency supporting female entrepreneurs?	No	Insufficient evidence located
8.1.5 Is there a nationally applicable definition on what constitutes a women-owned business or women-led business?	No	Insufficient evidence located
8.2 Does the Government Publish Anonymized Sex-Disaggregated Data on Women-Owned or Women-Led Businesses and on Women in Leadership Positions?	0/1	
8.2.1 Does the government publish sex-disaggregated data on women-owned or women-led businesses?	No	Insufficient evidence located
8.2.2 Does the government publish sex-disaggregated data on women in corporate leadership positions?	No	Insufficient evidence located
8.3 Are there Government-Led Programs Supporting Female Entrepreneurs with Training or Business Development?	0/1	Insufficient evidence located

	Score/Max	Legal Basis or Source
8.4 Are there Government-Led Services on Increasing Access to Financial Services or Resources Available for Women and Female Entrepreneurs?	1/1	
8.4.1 Is there a national financial inclusion strategy or a national strategy with a dedicated section focusing on women's financial inclusion?	Yes	National Strategy of Financial Inclusion (2021-2025)
8.4.2 Does the government provide programs on access to financial services or resources to women or female entrepreneurs?	No	Insufficient evidence located
Entrepreneurship - Enforcement Perceptions	25.00/100	
8.1 In Your Opinion, To What Extent Do Public Authorities Enforce a Woman's Right to Undertake Entrepreneurial Activities in the Same Way as a Man, in Practice?	4/4	
8.2 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation that Prohibits Gender-Based Discrimination in Access to Credit, in Practice?	0/4	
8.3 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Prescribing Gender Quotas for Corporate Boards, in Practice?	0/4	
8.4 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Including Gender-Responsive Procurement Provisions for Public Procurement Processes, in Practice?	0/4	
Assets - Legal Frameworks	100.00/100	
9.1 Does the Law Grant Women Equal Rights over Immovable Property?	1/1	
9.1.1 Does the law grant men and women equal ownership rights over immovable property, excluding land?	Yes	Family Code, Art. 92
9.1.2 Does the law grant men and women equal administrative authority over immovable property, excluding land?	Yes	Family Code, Art. 92
9.1.3 Does the law grant men and women equal ownership rights over land?	Yes	No restrictions could be located
9.1.4 Does the law grant men and women equal administrative authority over land?	Yes	No restrictions could be located
9.2 Does the Law Grant Equal Inheritance Rights to Sons and Daughters?	1/1	Family Code, Art. 101
9.3 Does the Law Grant Equal Inheritance Rights to Male and Female Surviving Spouses?	1/1	Family Code, Art. 101
9.4 Does the Law Provide for the Valuation of Nonmonetary Contributions in the Case of the Dissolution of Marriage?	1/1	Family Code, Arts. 92-93, 133 and 138
Assets - Supportive Frameworks	12.50/100	
9.1 Are There Mechanisms or Incentives to Encourage Women to Register Immovable Property?	0/1	Insufficient evidence located
9.2 Are Awareness Measures in Place to Improve Women's Access to Information about Property and Inheritance Rights?	0/1	Insufficient evidence located
9.3 Does the Government Publish Anonymized Sex-disaggregated Data on Property Ownership?	0/1	
9.3.1 Does the government publish anonymized sex-disaggregated data on land ownership?	No	Insufficient evidence located

	Score/Max	Legal Basis or Source
9.3.2 Does the government publish anonymized sex-disaggregated data on housing?	No	Insufficient evidence located
9.4 Does the Law Enable the Joint Titling of Matrimonial Property (Land, Residential or Commercial Building) for both Spouses?	0.5/1	
9.4.1 Does the law mandate or presume joint titling of matrimonial property?	No	Insufficient evidence located
9.4.2 Does the law enable the joint titling of matrimonial property?	Yes	Family code, Art. 96
Assets - Enforcement Perceptions	68.75/100	
9.1 In Your Opinion, To What Extent Do Public Authorities Enforce Equal Rights over Immovable Property, in Practice?	3/4	
9.2 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Granting Equal Inheritance Rights to Sons and Daughters, in Practice?	3/4	
9.3 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Granting Equal Inheritance Rights to Male and Female Surviving Spouses, in Practice?	3/4	
9.4 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Providing for the Valuation of Nonmonetary Contributions in the Case of the Dissolution of Marriage, in Practice?	2/4	
Pension - Legal Frameworks	79.25/100	
10.1 Are the Ages at Which a Woman and a Man Can Retire the Same?	0.5/1	
10.1.1 Are the Ages at Which a Woman and a Man Can Retire with Full Pension Benefits the Same?	0	
<i>Ages men (full benefits)</i>	62	Decree-Law No. 19/2022, Art. 78(1)(b)
<i>Ages women (full benefits)</i>	57	Decree-Law No. 19/2022, Art. 78(2)
10.1.2 Are the Ages at Which a Woman and a Man Can Retire with Partial Pension Benefits the Same?	1	
<i>Ages men (partial benefits)</i>	N/A	No applicable provisions could be located
<i>Ages women (partial benefits)</i>	N/A	No applicable provisions could be located
10.2 Is the Mandatory Retirement Age for a Woman and a Man the Same?	1/1	
<i>At what age is it mandatory for a woman to retire?</i>	65	Law No. 6/2019, Arts. 316(d) and 321
<i>At what age is it mandatory for a man to retire?</i>	65	Law No. 6/2019, Arts. 316(d) and 321
10.3 Are Periods of Absence Due to Childcare Accounted for in the Calculation of Pension Benefits?	1/1	Decree-Law No. 19/2022, Art. 103(1)(b); Law No. 6/2019, Art. 261(3)
10.4 Does the Law Mandate Equal Survivor Benefits for Spouses?	0.67/1	
10.4.1 Does the law specify equal eligibility criteria for widows and widowers to access survivor pension benefits?	Yes	Decree-Law No. 19/2022, Arts. 85, 87 and 88
10.4.2 Does the law specify an equal minimum age at which spouses can receive survivor benefits?	No	No applicable provisions could be located

	Score/Max	Legal Basis or Source
10.4.3 Does the law specify that benefit payments are paid in installments for widows and widowers?	Yes	Decree-Law No. 19/2022, Arts. 90-91
Pension - Supportive Frameworks	25.00/100	
10.1 Are Incentives in Place to Increase Women's Pension Benefits?	0/1	Insufficient evidence located
10.2 Is a Procedure in Place for Pension Beneficiaries to Challenge the Decisions of the Competent Authority Regarding Their Benefits?	0/1	Insufficient evidence located
10.3 Are Awareness Measures in Place to Improve Access to Information About Pensions?	1/1	INSS - Pensions Granted by the INSS
10.4 Does the Government Publish Anonymized Sex-Disaggregated Data on Actual Retirement Ages and Actual Amounts of Pension Benefits?	0/1	
10.4.1 Does the government publish sex-disaggregated data on actual retirement ages?	No	Insufficient evidence located
10.4.2 Does the government publish sex-disaggregated data on the actual amount of received pension benefits?	No	Insufficient evidence located
Pension - Enforcement Perceptions	53.19/100	
10.1 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation on Retirement Ages and Benefits, in Practice?	1.5/4	
10.2 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation on Mandatory Retirement Ages, in Practice?	2.5/4	
10.3 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Accounting for Periods of Absence Due to Childcare in Pension Benefits, In Practice?	2.5/4	
10.4 In Your Opinion, To What Extent Do Public Authorities Enforce Existing Legislation Mandating Equal Survivor Benefits for Spouses, in Practice?	2.01/4	