










São Tomé and Príncipe

Women, Business and the Law 2024 (WBL2024) 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 (São Tomé). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **São Tomé and Príncipe scores 83.1 out of 100.0**. The overall score for São Tomé and Príncipe is higher than the regional average observed across Sub-Saharan Africa (74.0). Within the Sub-Saharan Africa region, the maximum score observed is 97.5 (Togo).

São Tomé and Príncipe - Scores for *Women, Business and the Law 2024*

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2024 Index Score
100	100	75	80	60	75	100	75	83.1

Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, and gender differences in property and inheritance, São Tomé and Príncipe gets a perfect score.

Areas for Improvement

When it comes to laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, and laws affecting the size of a woman's pension, São Tomé and Príncipe could consider reforms to improve legal equality for women.

For example, one of the lowest scores for São Tomé and Príncipe is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, São Tomé and Príncipe may wish to consider making paid leave available to fathers, and making paid parental leave available.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for São Tomé and Príncipe are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/sao-tome-and-principe/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Art. 82
	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. 01/2018 Approving the Legal Regime of Passports, Arts. 6 and 10; 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. 90
	Does the law prohibit discrimination in employment based on gender?	Yes	Law No. 6/2019, Arts. 16, 17, 21 and 22
	Is there legislation on sexual harassment in employment?	Yes	Penal Code, Art. 166(2); Labour Code, Art. 18(2)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Penal Code, Art. 166(2) <i>Civil:</i> Labour Code, Arts. 18 and 20
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?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Code, Art. 81
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Art. 80
	Is there legislation specifically addressing domestic violence?	Yes	Law on Domestic and Family Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 175 and 183
Parenthood	Does a woman have the same rights to remarry as a man?	No	Family Code, Art. 25
	Is paid leave of at least 14 weeks available to mothers?	Yes	Law No. 6/2019, Art. 249; Decree-Law No. 19/2022, Arts. 43 and 46
	Does the government pay 100% of maternity leave benefits?	Yes	Presidential Decree No. 3/2004, Art. 4; Law No. 6/2019, Art. 249; Decree-Law No. 19/2022, Arts. 2(1) and 7(1)(d)
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Law No. 6/2019, Art. 262
	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	No restrictions could be located
Assets	Can a woman open a bank account in the same way as a man?	Yes	Family Code, Art. 94
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Art. 92
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Family Code, Art. 101
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Family Code, Art. 101
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art. 92
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 92-93, 133 and 138
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Decree-Law No. 19/2022, Arts. 78(1)(b) and 78(2)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Law No. 6/2019, Arts. 316(d) and 321
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Decree-Law No. 19/2022, Art. 103(1)(b); Law No. 6/2019, Art. 261(3)

