Lebanon

Women, Business and the Law 2020 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 (Beirut). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, Lebanon scores 52.5 out of 100. The overall score for Lebanon is higher than the regional average observed across the Middle East & North Africa (49.6).

Lebanon - Scores for Women, Business and the Law 2020

<table>
<thead>
<tr>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2020 Index Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>50</td>
<td>50</td>
<td>60</td>
<td>20</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>52.5</td>
</tr>
</tbody>
</table>

Relative Strengths

When it comes to constraints on freedom of movement, Lebanon gets a perfect score.

Areas for Improvement

However, when it comes to 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 women’s pension, Lebanon could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Lebanon is on the indicator related to laws affecting women’s work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Lebanon may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, making paid leave available to fathers, and making paid parental leave available.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.
<table>
<thead>
<tr>
<th>QUESTION</th>
<th>ANSWER</th>
<th>LEGAL BASIS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Can a woman choose where to live in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman travel outside her home in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>Yes</td>
<td>Passport Law No. 11 of 1968, Art. 6; Passport Application procedures</td>
</tr>
<tr>
<td>Can a woman travel outside the country in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman get a job in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Does the law prohibit discrimination in access to credit based on gender?</td>
<td>Yes</td>
<td>Labor Code, Art. 26</td>
</tr>
<tr>
<td>Are there criminal penalties or civil remedies for sexual harassment in employment?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Does the law mandate equal remuneration for work of equal value?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Can women work the same right hours as men?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can women work in jobs dangerous in the same way as men?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Are women able to work in the same industries as men?</td>
<td>No</td>
<td>Mining: Labor Code, Art. 27 and Annex 1</td>
</tr>
<tr>
<td>Is there no legal provision that requires a married woman to obey her husband?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Is there legislation specifically addressing domestic violence?</td>
<td>Yes</td>
<td>Law on the Protection of Women and Family Members from Domestic Violence</td>
</tr>
<tr>
<td>Can a woman obtain a judgment of divorce in the same way as a man?</td>
<td>No</td>
<td>The Lebanese Constitution, Arts. 9 and 19</td>
</tr>
<tr>
<td>Does a woman have the same rights to remarry as a man?</td>
<td>No</td>
<td>The Lebanese Constitution, Arts. 9 and 19</td>
</tr>
<tr>
<td>Is paid leave of at least 14 weeks available to mothers?</td>
<td>No</td>
<td>Labor Code, Art. 28</td>
</tr>
<tr>
<td>Does the government pay 100% of maternity leave benefits?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Is there paid maternity leave?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Is there paid parental leave?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Is dismissal of pregnant workers prohibited?</td>
<td>Yes</td>
<td>Labor Code, Art. 52</td>
</tr>
<tr>
<td>Does the law prohibit discrimination in access to credit based on gender?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Can a woman sign a contract in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman register a business in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman open a bank account in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Do men and women have equal ownership rights to immovable property?</td>
<td>Yes</td>
<td>The Lebanese Constitution, Art. 7</td>
</tr>
<tr>
<td>Do sons and daughters have equal rights to inherit assets from their parents?</td>
<td>No</td>
<td>The Lebanese Constitution, Arts. 9 and 19</td>
</tr>
<tr>
<td>Do female and male surviving spouses have equal rights to inherit assets?</td>
<td>No</td>
<td>The Lebanese Constitution, Arts. 9 and 19</td>
</tr>
<tr>
<td>Does the law grant spouses equal administrative authority over assets during marriage?</td>
<td>Yes</td>
<td>The Lebanese Constitution, Arts. 9 and 19</td>
</tr>
<tr>
<td>Does the law provide for the valuation of nonmonetary contributions?</td>
<td>No</td>
<td>The Lebanese Constitution, Arts. 9 and 19</td>
</tr>
<tr>
<td>Are the ages at which men and women can retire with full pension benefits equal?</td>
<td>No</td>
<td>Women: No applicable provisions could be located</td>
</tr>
<tr>
<td>Are the ages at which men and women can retire with partial pension benefits equal?</td>
<td>No</td>
<td>Men: No applicable provisions could be located</td>
</tr>
<tr>
<td>Are the mandatory retirement ages for men and women equal?</td>
<td>Yes</td>
<td>Women: Labor Code, Art. 55</td>
</tr>
<tr>
<td>Are periods of absence due to child care accounted for in pension benefits?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
</tbody>
</table>