

Libya

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 (Tripoli). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Libya scores 50 out of 100**. The overall score for Libya is higher than the regional average observed across the Middle East & North Africa (49.6).

Libya - Scores for Women, Business and the Law 2020



Relative Strengths

Libya does not attain a perfect score on any of the WBL2020 indicators. There is room for improvement across all eight indicators.

Areas for Improvement

However, when it comes to constraints on freedom of movement, 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, Libya could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Libya is on the indicator related to constraints related to marriage (the WBL2020 Marriage Indicator). To improve on the Marriage Indicator, Libya may wish to consider allowing women to be head of household, enacting legislation protecting women from domestic violence, allowing women to obtain a divorce in the same way as a man, and giving women the same rights to remarry as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	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?	No	Law No. 4 of 1985 on Travel Documents, Arts. 5 and 7
	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	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Act No. 12 of 2010, Sec. 24
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Act No. 10 of 2010, Secs. 21 and 24
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: Act No. 10 of 2010, Sec. 24
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	No	Law No. 44 of 1971 on the Family Book System, Art. 9
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Law No. 10 of 1984, Arts. 34, 35, 39 and 48
Parenthood	Does a woman have the same rights to remarry as a man?	No	Law No. 10 of 1984, Art. 52
	Is paid leave of at least 14 weeks available to mothers?	Yes	Act No. 12 of 2010, Sec. 25
	Does the government pay 100% of maternity leave benefits?	No	Law on Social Security, Arts. 11 and 25
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Act No. 12 of 2010, Sec. 25
	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	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Law of 1954, Arts. 811-814
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Law on Protection of Womens Right to Inheritance of 1959, Art. 1
	Do female and male surviving spouses have equal rights to inherit assets?	No	Law on Protection of Womens Right to Inheritance of 1959, Art. 1
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Marriage and Divorce Law 10/1984, Art 17(b)
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	Marriage and Divorce Law 10/1984, Art. 72(b)
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law on Social Security, Arts. 13 and 14 Men: Law on Social Security, Arts. 13 and 14
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	No	Women: Act No. 10 of 2010, Secs. 42(3) and 43 Men: Act No. 10 of 2010, Secs. 42(3) and 43
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located