

Iraq

Women, Business and the Law 2023 (WBL2023) 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 (Baghdad). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Iraq scores 48.1 out of 100**. The overall score for Iraq is lower than the regional average observed across the Middle East and North Africa (53.2). Within the Middle East and North Africa region, the maximum score observed is 91.3 (Malta).

Iraq - Scores for Women, Business and the Law 2023



Relative Strengths

When it comes to laws affecting women's decisions to work, and constraints on women starting and running a business, Iraq gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Iraq could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Iraq is on the indicator measuring constraints related to marriage (the WBL2023 Marriage indicator). To improve on the Marriage indicator, Iraq may wish to consider no longer requiring a married woman to obey her husband, allowing women to be head of household in the same way as men, 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

During the past year (October 2nd, 2021 to October 1st, 2022), Iraq prohibited gender-based discrimination in financial services.



Further data details for Iraq are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/iraq/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Personal Status Law, Art. 23
	Can a woman travel outside her home in the same way as a man?	No	Personal Status Law, Art. 25(1)
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Law No. 32 of 2015, Arts. 1(10) and 5; Passport Application Form
	Can a woman travel outside the country in the same way as a man?	No	Personal Status Law, Art. 25(1)
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	Labor Law No. 73 of 2015, Arts. 1, 8 and 11
	Is there legislation on sexual harassment in employment?	Yes	Labor Law, Art. 10-1 and 10-3
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Labor Law, Art. 11-2 <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Law No. 73 of 2015, Arts. 1-14 and 53-5
	Can a woman work at night in the same way as a man?	No	Labor Law No. 73 of 2015, Art. 86
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Law No. 73 of 2015, Art. 85(2)
	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?	No	Personal Status Law, Art. 33
	Can a woman be head of household in the same way as a man?	No	National ID Law No. 3 of 2016, Art. 1(16)
	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	Personal Status Law, Art. 34(1)
Parenthood	Does a woman have the same rights to remarry as a man?	No	Personal Status Law, Arts. 47 and 48
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Law of 2015, Art. 87
	Does the government pay 100% of maternity leave benefits?	No	Labor Law of 2015, Art. 87
	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?	No	No applicable provisions could be located
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Circular No. 23/422
	Can a woman sign a contract in the same way as a man?	Yes	Civil Law, Art. 93
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Law, Arts. 93-106
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Personal Status Law, Art. 89(1)
	Do female and male surviving spouses have equal rights to inherit assets?	No	Personal Status Law, Art. 91
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Personal Status Law, Art. 1(2)
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Law on Retirement and Social Security No. 39 of 1971, Art. 65
	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?	No	Labor Law No. 73 of 2015, Art. 43(2); Law on Retirement and Social Security No. 39 of 1971, Art. 65
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on Retirement and Social Security No. 39 of 1971, Art. 31(a)