











Libya

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
32.5	11.7	43.8

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Libya, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Tripoli). The scores for Libya are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	0.0	50.0	50.0	75.0	25.0	50.0	0.0	25.0	25.0	25.0
WBL 2.0 Supportive frameworks score	0.0	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0	50.0
WBL 2.0 Expert opinions score	25.0	25.0	50.0	75.0	0.0	50.0	25.0	37.5	50.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Libya (32.5 out of 100.0) is lower than the global average (64.2) and lower than the Middle East & North Africa regional average (38.6). Libya does not attain a perfect score on any of the WBL 2.0 legal frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Libya is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Libya may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Libya (11.7 out of 100.0) is lower than the global average (39.5) and lower than the Middle East & North Africa regional average (24.9). Libya does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Libya is on the indicator measuring supportive frameworks affecting women's safety. To improve on the Safety indicator, Libya may wish to consider developing comprehensive mechanisms to address violence against women, putting

in place special procedures for cases of sexual harassment, designating a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

The **WBL 2.0 expert opinions score** for Libya (43.8 out of 100.0) is lower than the global average (65.7) and lower than the Middle East & North Africa regional average (66.0). When it comes to expert opinions on women's pensions, Libya obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Libya is on the indicator measuring expert opinions on marriage.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
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 internationally in the same way as a man?	No	Law No. 4 of 1985 on Travel Documents, Art. 5; General People's Committee Decision No. 472 of 1985 Executive Regulations of Law on Travel Documents, Art. 10
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	No	Law No. 24 of 2010, Arts. 3 and 10
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Law on Labor Relations, Art. 24
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Law on Labor Relations, Arts. 21 and 24
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?	No	Law on Labor Relations, Art. 24
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	No applicable provisions could be located
Can a woman be "head of household" or "head of family" in the same way as a man?	No	Law on the Family Book System, Art. 2
Can a woman obtain a judgment of divorce in the same way as a man?	No	Law No. 10 of 1984, Sec. 2 Arts. 28-49
Does a woman have the same rights to remarry as a man?	No	Law No. 10 of 1984, Art. 52
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Law on Labor Relations, Art. 25
Are leave benefits for mothers paid solely by the government?	No	Law on Social Security, Arts. 11 and 25
Is paid leave available to fathers?	No	No applicable provisions could be located

Is dismissal of pregnant workers prohibited?	Yes	Law on Labor Relations, Art. 25
Childcare		
Does the law establish the provision of center-based childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Marriage and Divorce Law 10/1984, Art. 17(b); Civil Law of 1954, Arts. 811-814
Do sons and daughters have equal rights to inherit assets?	No	Law on Protection of Women's Right to Inheritance No. 6/1959, Art. 1
Do male and female surviving spouses have equal rights to inherit assets?	No	Law on the Protection of Women's Right to Inheritance No. 6/1959, Art. 1
Does the law provide for the valuation of nonmonetary contributions?	No	Marriage and Divorce Law No. 10/1984, Art. 72(b)
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Law on Social Security, Arts. 13 and 14; Law No. 12 of 2010, Art. 43
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	No	Law on Labor Relations, Secs. 42(1) and 43
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	No	Passport application form
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures

Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
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Workplace

Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
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Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
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Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
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Pay

Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
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Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
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Marriage

Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
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Are there specialized family courts?	Yes	Law No. 29 of 1962, Art. 15
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Is legal aid available for family law disputes?	No	Insufficient evidence located
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Parenthood

Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
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Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
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Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
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Childcare

Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
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Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
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Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
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Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
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Entrepreneurship

Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
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Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
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Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
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Assets

Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
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Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
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Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
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Pension

Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
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WOMEN, BUSINESS AND THE LAW 2024

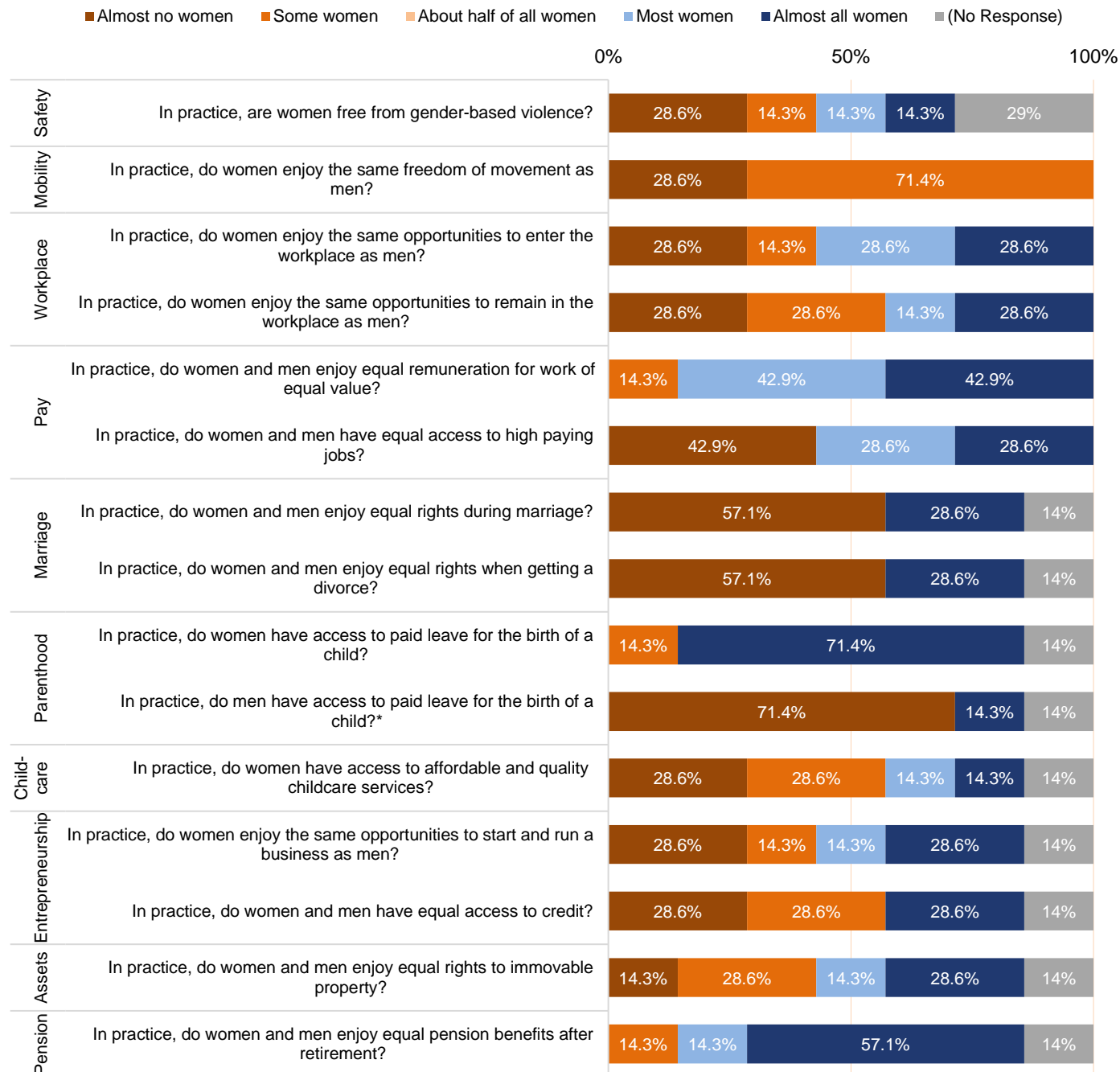
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

Yes

Law of 1967 on Retirement, Art. 77



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.