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**ORDER OF THE GENERAL PEOPLE'S COMMITTEE No 164 OF 1988 ON
EMPLOYMENT OF ARAB AND LIBYAN WOMEN**

**The General people's committee,
Having examined labour Code No 58 of 1970 and its amendments,
Civil Service Law No 55 of 1976,
Social Service Law No 13 of 1980, and
Law No 15, of 1981 on Salary Scales for workers in the Great Socialist People's
Libyan Arab Jamahiriya;**

DECIDES,

ARTICLE 1

**The provisions of this legislation shall apply to all Libyan Arab women able to work
in any location except for women employed in the police or customs.**

ARTICLE 2

**Work is an able woman's duty to society; a woman is entitled to work in the various
posts of economic & social activity in the field, and is entitled to access all vocational
and professional training opportunities called for by these occupations and jobs.**

ARTICLE 3

**Part time work shall apply the same organization as full time work in the
administrative, service & production sectors & for all working Libyan women.**

ARTICLE 4

Women working part time may have their employment converted to full time; full time work can also be converted to part time work as required by work demand, and according to the decisions of the General People's Committee for Civil service.

ARTICLE 5

Part time work for women in the administrative, service & production sectors shall be for 4 hours per day, providing these fall within normal working day. The employer shall consult the women working part time as to timing.

There can only be four hours work per day and 24 hours a week, these hours may not be worked during the night period.

ARTICLE 6

A women working part time (50%), shall be paid fifty percent of he basic wage stipulated for her women co-workers employed full time; in those areas where the production share system is applied, she shall receive half what a full time woman worker receives.

ARTICLE 7

Every two years of part time work shall count as one full service year for the purpose of calculation of period of service for annual increments, promotions, and retirement.

ARTICLE 8

A woman working part time is entitled to promotions, if she fulfils the legal requirements and when she has completed twice the period stipulated for promotions for women employed full time. If a woman working part time is promoted to a post where there is no allowance for part time work, she may not be transferred unless she agrees, in writing, to be transferred to full time work.

ARTICLE 9

A woman working part time is entitled to full family & housing allowances according to the rules and conditions set out for these two increments.

ARTICLE 10

Woman working part time is entitled to half the increments stipulated for teaching and performance as well as any payments other according to the rules & conditions provided for these allowances.

ARTICLE 11

A woman working part time is subject to the provisions of Social Security Law No 13 of 1980 regarding maternity leave.

ARTICLE 12

A special area may be set aside, at the work place, for the care of the children of working women or for a children's day care service, whether these women are employed in the administrative, service or production sectors where a sufficient number of women are employed, such places may be equipped with the required installation to provide such care.

The employer authority shall set up & equip such areas and care services in cooperation with the working women. The secretariats of the civil service, social security, education and scientific research shall provide the necessary advice and assistance.

ARTICLE 13

Those services employing women under either of the two systems referred to in this Order, shall provide those appropriate areas and conditions; they shall be equipped with the required specific facilities as well as whenever possible provide means of transport to and from work.

ARTICLE 14

Unless otherwise provided in this Order, the provisions of Civil Service Law No 55 of 1976, shall apply, as well as those regulations, decisions approved concerning it.

The provisions of the Laws, Regulations, and Decisions in force in other places of employment, companies and public enterprises, shall equally apply.

ARTICLE 15

This Decision shall enter into force as of date of promulgation and it shall be published in the Official Gazette.

General People's Committee

9 Shaaban, 1397

27 July, 1988