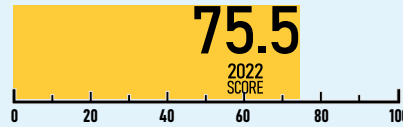




Belarus



77.5
2020 SCORE

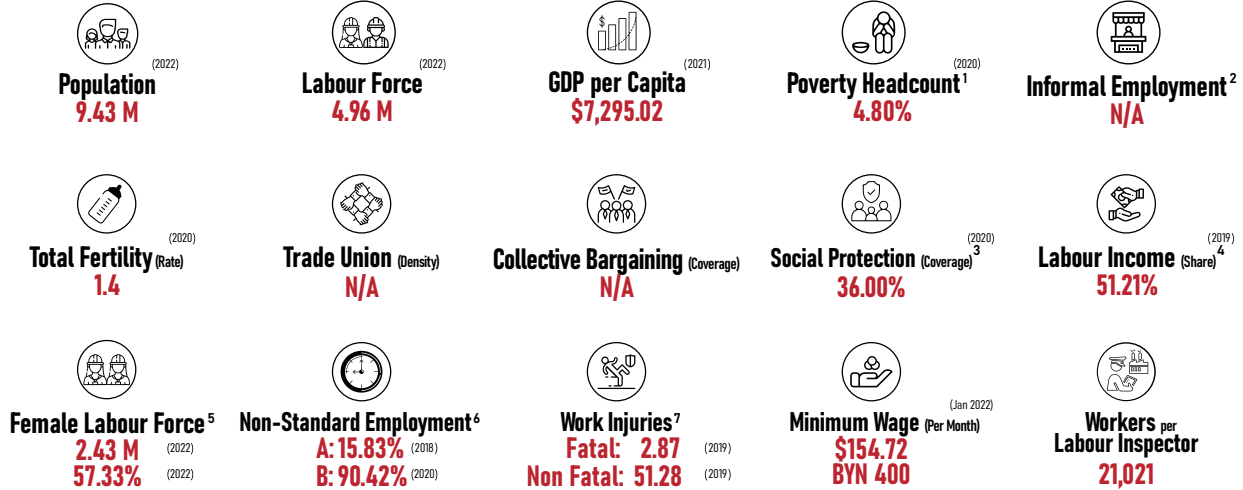
Eastern Europe

Upper Middle Income

Reasonable Access to Decent Work

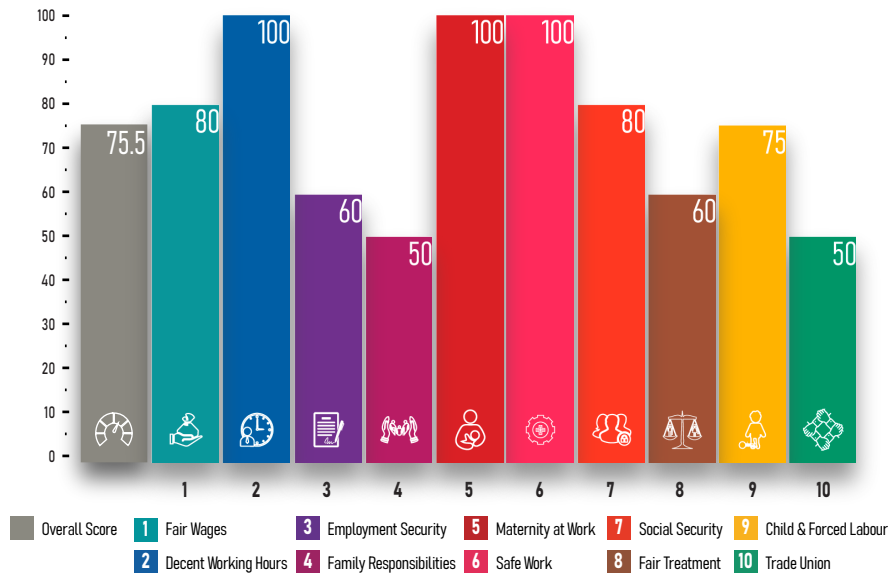


Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Belarus's overall score is 75.5 out of 100. The overall score for Belarus is lower than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§4-6 of the Law of the Minimum Wage Law 2002; §56, 59 of the Labour Code 1999; §10.12 of the Code of Administrative Offences 2021	●
	Does the law require regular payment of wages?	Yes	§42 of the Constitution, 1994; §56-63, 65, 73-75, 80, 107-109 of the Labour Code 1999	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§69 of the Labour Code of Belarus, 1999	●
	Does the law require additional compensation for working on a weekly rest day?	No	§69 of the Labour Code, 1999	●
	Does the law require additional compensation for night work?	Yes	§70, 117, 263, 276 of the Labour Code, 1999	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§69, 112-114, 119-122, 124, 263, 276 of the Labour Code 1999	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§112 and 122 of the Labour Code, 1999	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§136-141 of the Labour Code 1999	●
	Does the law require paid public holidays?	Yes	§69 and 147 of the Labour Code 1999	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§149-181 of the Labour Code 1999	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§20, 21, 25, 26 and 272 of the Labour Code 1999	●
	Does the law restrict the hiring of fixed-term contract workers?	No	§17, 38-41, 292 and 294 of the Labour Code 1999	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§28, 29, 287, 293 and 300 of the Labour Code 1999	●
	Does the law require a 30-day notice before contract termination?	Yes	§29, 35, 37, 38, 40-44 and 199 of the Labour Code 1999	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§48, 295, 302, 340 and 341 of the Labour Code 1999	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	§149, 183, 185, 266 and 271 of the Labour Code 1999; §11-13 of Law of on State Benefits to Families with Children 2012	●
	Does the law require at least one week of paid paternity leave for fathers?	No	§149, 186 and 190 of the Labour Code 1999	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	§128-129, 189, 190, 263-265, 267, 270, 271 of the Labour Code 1999	●
	Does the law require paid nursing breaks?	Yes	§267 of the Labour Code 1999	●
5. Maternity at Work	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§16 of the Labour Code 1999	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§7-9 of the Law on State Benefits to Families with Children 2012	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§7-9 of the Law on State Benefits to Families with Children 2012	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§7-9 of the Law on State Benefits to Families with Children 2012	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§268 of the Labour Code 1999	●
6. Safe Work	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§225 of the Labour Code 1999; §28 of the Law on Occupational Safety and Health 2008	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§17-19, 25 of Law on Occupational Safety and Health 2008	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§262-264 of the Labour Code 1999	●
	Does the law provide for employment injury benefit?	Yes	§224 of the Labour Code 1999	●
	Does the law provide for an old age pension?	Yes	§4, 5, 11, 23-24, 51, 56, 72, 73 of the Pensions Law, 1992	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§4, 35, 36, 38-41, 72 and 73 of the Pensions Law, 1992	●
	Does the law provide for unemployment benefit?	Yes	§1, 3 and 24 of the Employment Law, 2006	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§2, 3, 10, 16 and 21 of the Regulation N°569 of 2013	●
	Does the law provide for invalidity benefit?	Yes	§4, 27, 28, 31, 32, 72 and 73 of the Law N°1596-XII of 1992; §8-10, 31-33 of the Law N°1224-XII of 1991	●
	Does the law require equal remuneration for work of equal value?	Yes	§42 of the Constitution, 1994; §11 and 14 of the Labour Code 1999	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	No	§25 and 32 of the Constitution 1994; §14 of the Labour Code 1999; §70 of the Criminal Code 1999	●
	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§22 of the Constitution, 1994; §14 of the Labour Code 1999; §4 of the Trade Union Law, 1992	●
	Does the law allow women to do the same jobs as men?	No	§32 and 41 of the Constitution, 1994; §14 and 262 of the Labour Code 1999	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Pensions Law, 1992; ISSA Country Profile for Belarus	●
	Does the law prohibit employment of children?	Yes	§21 & 271-276 of the Labour Code 1999; Resolution N°144 of 2010; §12, 16, Law N°65-3 of 2009	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§21 and 272 of the Labour Code, 1999; Resolution N°144 of 2010; §2 & 155 of the Education Code, 2011	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	Resolution N°116 of 1997; Resolution N°13 of 1995; §16 of Law on Occupational Safety and Health 2008 (N°356-3)	●
	Does the law prohibit forced labour?	Yes	§13 of Labour Code 1999; §181-181.1 of Criminal Code 1999; §1, 14 and 15 of the Law N°350-3 of 2012	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§14 and 41, Constitution 1994; §354, Labour Code 1999; §1-3, 10-22, Trade Union Law 1992	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§356, 357, 364, 367, Labour Code 1999; §14-15, Trade Union Law 1992	●
	Does the law provide for the right to strike?	No	§388-399 of the Labour Code 1999; CEACR, C87, Obs. 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	USDOS CRHRP 2021	●

Covid 19 and Labour Market in Belarus*

Total Covid Cases	0.99 Million
Total Covid Deaths	7,118
Partial Vaccinated	68.0%
Fully Vaccinated	67.0%

Wage Subsidies	●
Social Security Contributions (deferrals/waivers)	●
Paid Sick Leave	●
Add. Unemployment Benefits	●

Protection from Dismissals	●
Telework/flexible work	●
Improved Health Access	●
Training (activation measures)	●

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Belarus on SDG 8.8.2 is 10 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change