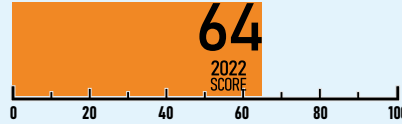


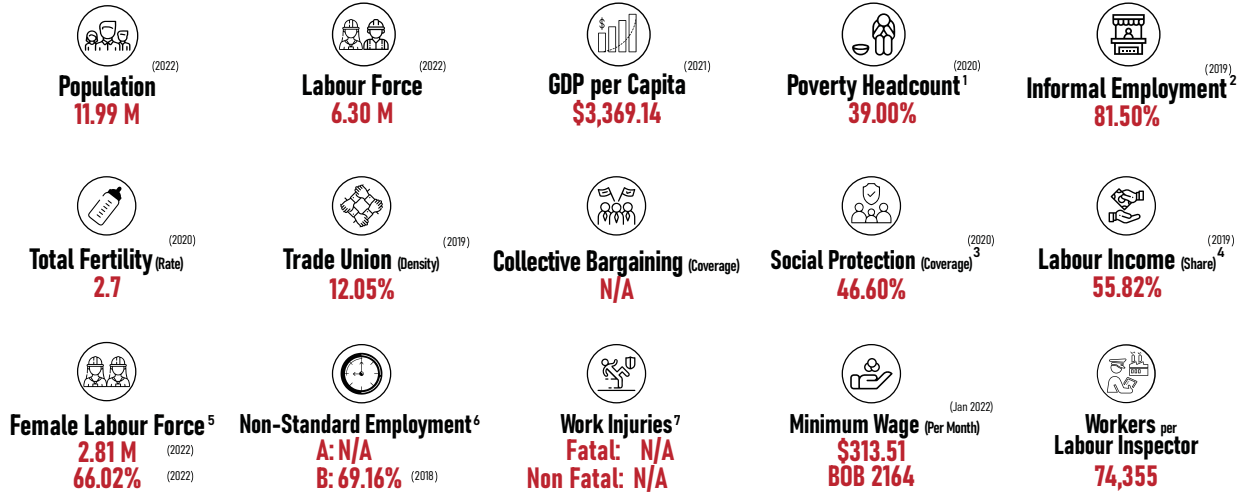


**Bolivia**  
(Plurinational State of)



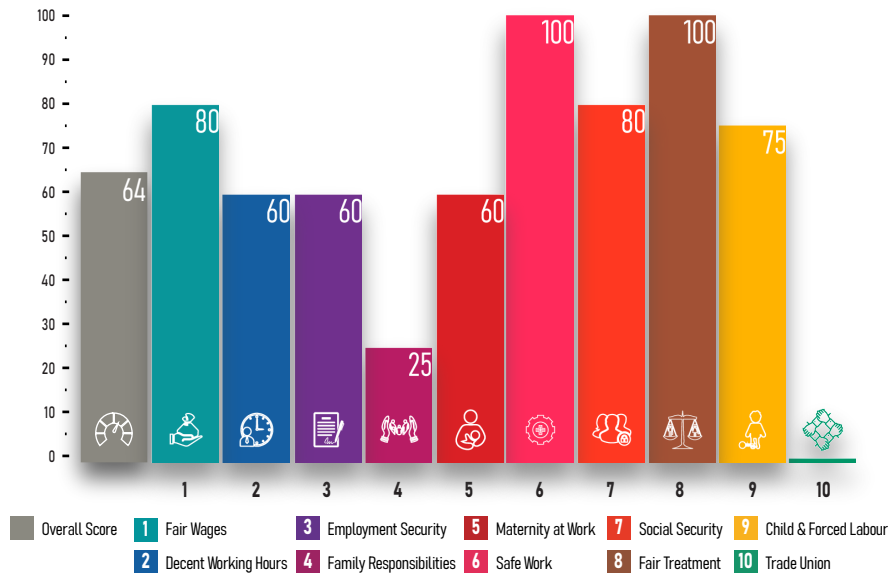
**64** 2020 SCORE  
Latin America and The Caribbean  
Lower-middle income  
Limited Access to Decent Work  
LRI RATING

## 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.

Bolivia (Plurinational State of)'s overall score is 64 out of 100. The overall score for Bolivia (Plurinational State of) is lower than the regional average observed across Latin America and The Caribbean (71). Within the Latin America and The Caribbean region, the highest score is observed for Paraguay (82.5).

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

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

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

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

<sup>5</sup> The female labour force is shown in absolute number along with the female labour force participation rate

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

<sup>7</sup> 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 <sup>9</sup>	Answer	Legal Basis	Trend <sup>12</sup>
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§1, 47, 52, 121 of General Labour Act, 1942; §2 and 3 of the Supreme Decree No. 107, 2009	●
	Does the law require regular payment of wages?	Yes	§53 of General Labour Act, 1942; §42 and 43 Decree on Regulation of the General Labour Act, 1943	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§49 of the decree enacting the Regulation of the General Labour Act, 1943	●
	Does the law require additional compensation for working on a weekly rest day?	No	§31 of Decree on Regulation of the General Labour Act, 1943	●
	Does the law require additional compensation for night work?	Yes	§46 and 55 of General Labour Act, 1942	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§46-51 and 55 of General Labour Act, 1942; §36 & 53 of Decree on Regulation of the General Labour Act, 1943	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	No	§46 and 50 of the General Labour Act, 1942	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§30 of Decree on Regulation of the General Labour Act, 1943	●
	Does the law require paid public holidays?	Yes	§2-3 of the Supreme Decree, 2016 (No.2750); §44 of General Labour Act, 1942	●
	Does the law require at least three working weeks of paid annual leave?	No	§44 of General Labour Act, 1942; §33 of Decree on Regulation of the General Labour Act, 1943	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§6, 7, 12 of General Labour Act, 1942; §7 and 14 of Decree on Regulation of the General Labour Act, 1943	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§12 and 21 of General Labour Act, 1942; Ministerial Resolution (No. 283/62); §2 of Decreto Ley N° 16187, 1979	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§13 of General Labour Act, 1942; §8 of Decree on Regulation of the General Labour Act, 1943	●
	Does the law require a 30-day notice before contract termination?	No	§12 and 16 of General Labour Act, 1942	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§13 and 16 of General Labour Act, 1942; §9 and 10 of Supreme Decree 28699, 2006	●
4. Family Responsibilities	Does the law require parental leave for parents?	No	No applicable legal provisions could be located	●
	Does the law require at least one week of paid paternity leave for fathers?	No	Supreme Decree, 2012 (No. 1212)	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	No applicable legal provisions could be located	●
	Does the law require paid nursing breaks?	Yes	§61 of General Labour Act, 1942; §25 of the Supreme Decree, 1987 (No. 21637)	●
	Does the law prohibit inquiring about pregnancy during recruitment?	No	No applicable legal provisions could be located	●
5. Maternity at Work	Does the law require paid maternity leave of at least 14 weeks?	No	§61 of General Labour Act, 1942	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§31 of the Decree Law No. 13214 of 1975; Supreme Decree 2009 (No. 0066); §3 of the Social Security Code, 1956	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§31 of the Decree Law No. 13214 of 1975; Supreme Decree 2009 (No. 0066); §3 of the Social Security Code, 1956	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§48 of the Constitution, 2009; §1 of Employment Security for Pregnant Women Act 1988; Supreme Decree, 2009	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§6.9 & 6.14 of General Law on Occupational Health, Safety and Welfare, 1979	●
6. Safe Work	Does the law require the employer to train workers on health and safety issues?	Yes	§6.22-24 of General Law on Occupational Health, Safety and Welfare, 1979	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§46 and 60 of General Labour Act, 1942; §2 of Act 1988 (No. 975); §8 and 274 of the OSH Law, 1979	●
	Does the law provide for employment injury benefit?	Yes	§66-68 of the Social Security Code 1956; §45-48 of the Law on Pensions, 2010	●
	Does the law provide for an old age pension?	Yes	§8, 20, 21 Law on Pensions, 2010	●
	Does the law provide for a dependants/survivors' pension?	Yes	§37, 38, 39, and 61 of the Law on Pensions, 2010	●
7. Social Security	Does the law provide for unemployment benefit?	No	No applicable legal provisions could be located	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	§39 & 71 of Social Security Code, 1956	●
	Does the law provide for invalidity benefit?	Yes	§31-33 of the Law on Pensions, 2010	●
	Does the law require equal remuneration for work of equal value?	Yes	§48 the Constitution of Bolivia, 2009; §52 of General Labour Act, 1942	●
	Does the law prohibit sexual harassment in employment?	Yes	§11 and 21 of the Law on Violence against Women, 2013 (No. 348); §312c of the Penal Code, 1972	●
8. Fair Treatment	Does the law prohibit discrimination in employment matters? <sup>10</sup>	Yes	§14 & 48 of the Constitution of Bolivia, 2009; §281b & c of the Penal Code, 1972	●
	Does the law allow women to do the same jobs as men?	Yes	§46 and 48 of the Constitution of Bolivia, 2009; §6 of Supreme Decree No. 4401, November 26, 2020	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Social Security Code 1956; ISSA Country Profile for Bolivia	●
	Does the law prohibit employment of children?	Yes	§8 & 58, General Labour Act 1942; §129 of the Child & Adolescent Code, 2014	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§81, Constitution, 2009; §1, 8-9 & 11-14 of the Avelino Siñani-Elizardo Pérez Education Law, 2010	●
9. Child and Forced Labour	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§58-59 General Labour Act, 1942; §5 & 136 of the Child & Adolescent Code, 2014	●
	Does the law prohibit forced labour?	Yes	§15, 46, & 61, Constitution 2009; §291, Penal Code 1972; §34, Law against Trafficking 2012	●
	Does the law allow workers to form and join unions of their own choice?	No	§21 & 51 of Constitution 2009; §99 & 103-104 of General Labour Act 1942	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§49, Constitution 2009; §1 & 27, General Labour Act, 1942; CEACR C87 Obs. 2019; §17, 18 of Decree regarding General Labour Act, 1943	●
	Does the law provide for the right to strike?	No	§53, Constitution 2009; §114-119, General Labour Act, 1942; CEACR C87 Obs. 2019	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§1 & 2 of Legislative Decree No. 2565 of June 1951; CEACR C87 Obs. 2019	●

## Covid 19 and Labour Market in Bolivia (Plurinational State of)\*

Total Covid Cases	0.97 Million
Total Covid Deaths	21,989
Partial Vaccinated	63.0%
Fully Vaccinated	52.0%

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)	✘

<sup>9</sup> The Index has 10 indicators and 46 evaluation criteria or questions.

<sup>10</sup> 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.

<sup>11</sup> 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 Bolivia (Plurinational State of) on SDG 8.8.2 is 2.94 (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.

<sup>12</sup> 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