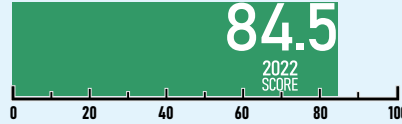




Kazakhstan



84.5
2020 SCORE

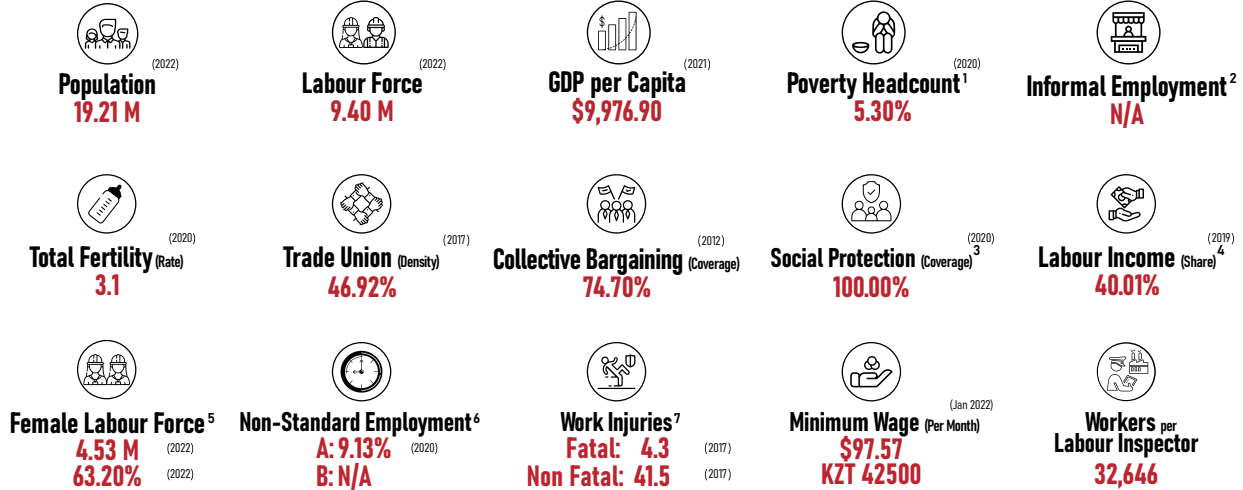
Caucasus and Central Asia

Upper-middle income

Approaching Decent Work

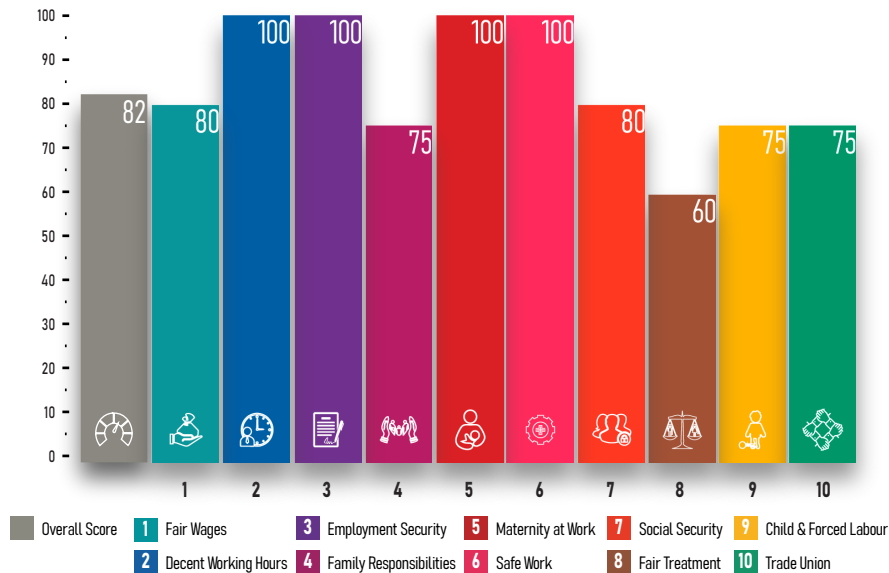


Contextual Indicators



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.

Kazakhstan's overall score is 82 out of 100. The overall score for Kazakhstan is higher than the regional average observed across Caucasus and Central Asia (79.5). Within the Caucasus and Central Asia, the highest score is observed for Azerbaijan.

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	§28 of the Constitution of the Republic of Kazakhstan, 1995; §104, 160 of the Labour Code, 2015	●
	Does the law require regular payment of wages?	Yes	§22, 102, 103, 107, 113-115 of the Labour Code, 2015	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§108 of the Labour Code, 2015	●
	Does the law require additional compensation for working on a weekly rest day?	No	§109 & 110 of the Labour Code, 2015	●
	Does the law require additional compensation for night work?	Yes	§76 and 110 of the Labour Code, 2015	●
2. Decent Working hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§68, 69, 77, 78 and 108 of the Labour Code, 2015	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§78 of the Labour Code, 2015	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§84 of the Labour Code, 2015	●
	Does the law require paid public holidays?	Yes	§84-86, 109 & 110 of the Labour Code, 2015; §1-3, 5 of the Law № 267-II of 2001	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	Yes	§87-96 of the Labour Code, 2015; §13 of the Law № 407-IV of 2011	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§1, 28, 30-33 & 35 of the Labour Code, 2015; §86 of the Code of Administrative Offences	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§30 of the Labour Code, 2015	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§36 and 37 of the Labour Code, 2015	●
	Does the law require a 30-day notice before contract termination?	Yes	§49, 50, 52, 53 and 56 of the Labour Code, 2015	●
4. Family Responsibilities	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	Yes	§53, 96 and 131 of the Labour Code, 2015	●
	Does the law require parental leave for parents?	Yes	§99 and 100 of the Labour Code, 2015; §3, 4, 19, 24 of the Law on Compulsory Social Insurance № 286-VI, 2019	●
	Does the law require at least one week of paid paternity leave for fathers?	No	§97 of the Labour Code, 2015	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§70, 74, 76, 82 and 127 of the Labour Code, 2015	●
5. Maternity at Work	Does the law require paid nursing breaks?	Yes	§82 of the Labour Code, 2015	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§25 of Labour Code, 2015	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§87, 99 and 126-1 of the Labour Code, 2015	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§99 of the Labour Code, 2015; §3 & 23 of the Law on Compulsory Social Insurance № 286-VI, 2019	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§99 of the Labour Code, 2015; §3 & 23 of the Law on Compulsory Social Insurance № 286-VI, 2019	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§51, 54 and 58 of the Labour Code, 2015	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§181 and 182 of the Labour Code, 2015; Order of the Minister of Health № 1056, 2015	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§182 of the Labour Code, 2015	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§26, 44, 70, 76, 85, 95, 127 and 135 of the Labour Code, 2015	●
	Does the law provide for employment injury benefit?	Yes	§23, 133 of the Labour Code, 2015; §1, 11, 19 and 23 of the Law on Compulsory Social Insurance № 286-VI, 2019	●
	Does the law provide for an old age pension?	Yes	§1, 4, 11, 13, 15 and 16 of the Law on Pensions № 105-V of 2013	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§21 of the Law on Compulsory Social Insurance № 286-VI, 2019	●
	Does the law provide for unemployment benefit?	Yes	§22 of the Law on Compulsory Social Insurance № 286-VI, 2019; §1, 4, 12-14 of the Law № 482-V, 2016	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§81 of the Code of the Republic of Kazakhstan about health nation and health care system 2020	●
	Does the law provide for invalidity benefit?	Yes	§6, 8, 9, 11 and 12 of the Law № 126-I of 1997; §20 of the Law on Compulsory Social Insurance № 286-VI, 2019	●
	Does the law require equal remuneration for work of equal value?	Yes	§24 of the Constitution 1995; §6 of the Labour Code, 2015; §90 of the Code of Administrative Offences	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	No	§16 and 17 of the Constitution 1995; §4 and 6 of the Labour Code, 2015; §123 of the Criminal Code	●
	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§14 and 24 of the Constitution 1995; §4 and 6 of the Labour Code, 2015; §90 of the Code of Administrative Offences	●
	Does the law allow women to do the same jobs as men?	No	§24 of the Constitution 1995; § 4-5 of the Labour Code, 2015; §90 of the Code of Administrative Offences	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Law on Pensions No 105-V of 2013; ISSA Country Profile for Kazakhstan	●
	Does the law prohibit employment of children?	Yes	§30 of the Constitution, 1995; §31 & 69 of the Labour Code, 2015	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§30 of the Constitution, 1995; §12 and 30 of the Law on Education, 2007	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§26 & 75-77, Labour Code, 2015; §153, Criminal Code, 2014	●
	Does the law prohibit forced labour?	Yes	§24, Constitution, 1995; §7, Labour Code, 2015; §3, 128, and 135 of the Criminal Code, 2014	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§23 of the Constitution 1995; §3, 13 & 16 of the Trade Union Law № 211-V, 2014	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§20 & 156-158 of the Labour Code, 2015	●
	Does the law provide for the right to strike?	Yes	§24 of the Constitution 1995; §171-178 of the Labour Code, 2015; §16, 17 and 21 of the Trade Union Law № 211-V, 2014	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§137(5) of the Labour Code, 2015; Article 402 of the Criminal Code, 2016	●

Covid 19 and Labour Market in Kazakhstan*

Total Covid Cases	1.41 Million
Total Covid Deaths	19,020
Partial Vaccinated	52.0%
Fully Vaccinated	50.0%

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 Kazakhstan on SDG 8.8.2 is 2.27 (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