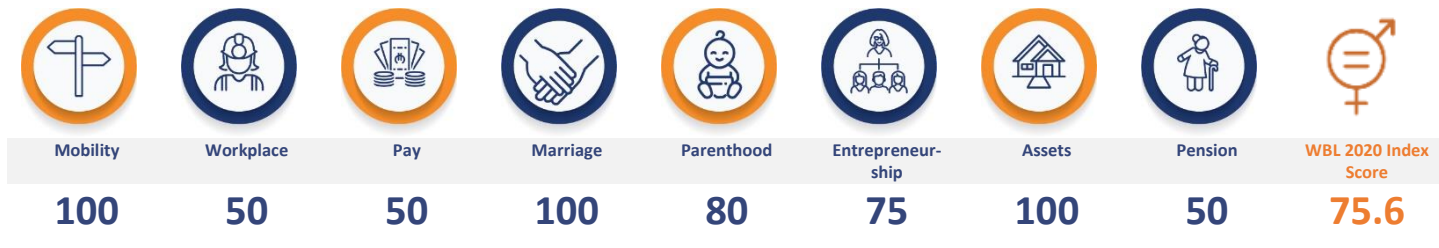


Belarus

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Minsk). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Belarus scores 75.6 out of 100**. The overall score for Belarus is lower than the regional average observed across Europe & Central Asia (84.2).

Belarus - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, and gender differences in property and inheritance, Belarus gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, constraints on women's starting and running a business, and laws affecting the size of a women's pension, Belarus could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Belarus is on the indicator related to laws affecting women's decisions to work (the WBL2020 Workplace Indicator). To improve on the Workplace Indicator, Belarus may wish to consider enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Marriage and Family Code, Arts. 12 and 20 (1)
	Can a woman travel outside her home in the same way as a man?	Yes	Marriage and Family Code, Arts. 12 and 20 (1)
	Can a woman apply for a passport in the same way as a man?	Yes	Regulation on the Passport of the Citizen of the Republic of Belarus, Arts. 4, 9 and 15; Passport application form (Appendix N 1 of the Regulations)
	Can a woman travel outside the country in the same way as a man?	Yes	Marriage and Family Code, Arts. 12 and 20 (1)
Workplace	Can a woman get a job in the same way as a man?	Yes	Marriage and Family Code, Arts. 12 and 20 (1)
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 14
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Constitution of the Republic of Belarus, Art. 42
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Resolution No. 35 of 12 June 2014 Jobs deemed arduous: Labor Code, Art. 262 Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Labor Code, Art. 262 Construction: Resolution No. 35 of 12 June 2014 Factories: Resolution No. 35 of 12 June 2014 Agriculture: Resolution No. 35 of 12 June 2014 Energy: Resolution No. 35 of 12 June 2014 Water: Resolution No. 35 of 12 June 2014 Transportation: Resolution No. 35 of 12 June 2014 Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Marriage and Family Code, Arts. 12 and 20 (1)
	Can a woman be head of household in the same way as a man?	Yes	Marriage and Family Code, Arts. 12 and 20 (1)
	Is there legislation specifically addressing domestic violence?	Yes	Law on Basic Activities Aimed at Offence Prevention
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Marriage and Family Code, Art. 34
	Does a woman have the same rights to remarry as a man?	Yes	Marriage and Family Code, Art. 17
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 184
	Does the government pay 100% of maternity leave benefits?	Yes	Law No. 7-3 of 29 December 2012 On State Benefits to Families Raising Children, Art. 4
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Code, Arts. 185 and 271
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 268
Entreprene.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	Decree on State Registration and Liquidation (Termination of Activities) of Legal Entities
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Marriage and Family Code, Arts. 20 (1) and 23
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 1056 and 1057
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1056, 1057 and 1065
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 256; Marriage and Family Code, Art. 23
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Marriage and Family Code, Art. 23
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law No. 1596-XII of 17 April 1992 On Pensions, Art. 11 Men: Law No. 1596-XII of 17 April 1992 On Pensions, Art. 11
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Law No. 1596-XII of 17 April 1992 On Pensions, Arts. 11 and 24 Men: Law No. 1596-XII of 17 April 1992 On Pensions, Arts. 11 and 24
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law No 1596-XII of 17 April 1992 On Pensions, Art. 51()