











# Belarus

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>67.5</b>	<b>50.0</b>	<b>N/A</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for Belarus due to an insufficient number of responses received from this economy during data collection.

For Belarus, data refer to the legal frameworks and supportive frameworks that are applicable to the main business city (Minsk). The scores for Belarus are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	0.0	100.0	75.0	50.0	100.0	75.0	100.0	25.0	100.0	50.0
Supportive frameworks score	25.0	66.7	33.3	0.0	33.3	66.7	75.0	66.7	33.3	100.0
Expert opinions score	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

In summary, the **WBL 2.0 legal frameworks score** for Belarus (67.5 out of 100.0) is higher than the global average (64.2) and lower than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting childcare and laws affecting women’s property and inheritance, Belarus obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Belarus is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Belarus may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Belarus (50.0 out of 100.0) is higher than the global average (39.5) and lower than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting the size of a woman’s pension, Belarus obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Belarus is on the indicator measuring supportive frameworks affecting women’s pay. To improve on the Pay indicator, Belarus may wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Regulation on Identity Documents, Arts. 19-21; Marriage and Family Code, Arts. 20-1(1) and 22
Can a woman choose where to live in the same way as a man?	Yes	Marriage and Family Code, Arts. 20-1(1) and 22
Can a woman travel outside her home in the same way as a man?	Yes	Marriage and Family Code, Arts. 20-1(1) and 22
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Law on Citizenship, Arts. 13 and 14
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	Marriage and Family Code, Arts. 20-1(1) and 22
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 14
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	Yes	Labor Code, Arts. 128, 304 and 307-1
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Constitution of the Republic of Belarus, Art. 42
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Labor Code, Art. 262; Decree of the Ministry of Labor and Social Protection of the Republic of Belarus of June 6, 2022 No. 35
Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Code, Art. 262; Decree of the Ministry of Labor and Social Protection of the Republic of Belarus of June 6, 2022 No. 35
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Marriage and Family Code, Arts. 12 and 20-1(1)
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Marriage and Family Code, Arts. 12 and 20(1)
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, Arts. 34-37
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Arts. 184, 185 and 271
Are leave benefits for mothers paid solely by the government?	Yes	Law on State Benefits to Families Raising Children, Art. 4
Is there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 268
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Education Code, Arts. 18(1.1)(6), 20(2), 103, 129, 133 and 137
Does the law establish any form of support to families for childcare services?	Yes	Resolution of the Council of Ministers No. 307 of 29 February 2008, Arts. 1.3-1.4
Does the law establish any form of support to non-state childcare providers?	Yes	Resolution of the Council of Ministers No. 522 of 11 August 2022

Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Education Code, Art. 139(6-7); Resolution of the Council of Ministers No. 248 of 11 August 2022, Art. 2.4 and Annex 1; Resolution of the Ministry of Labor and Social Protection No. 69 of 29 July 2020; Resolution of the Ministry of Education No. 1 of 5 January 2023
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Art. 20(1); Decree on State Registration and Liquidation (Termination of Activities) of Legal Entities, Art. 19; Marriage and Family Code, Arts. 20-1(1) and 22
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Marriage and Family Code, Art. 23; Land Code, Art. 14(3)
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 1056 and 1057
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1056, 1057 and 1065
Does the law provide for the valuation of nonmonetary contributions?	Yes	Marriage and Family Code, Art. 23
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	No	Law On Pensions, Art. 11
Are the ages at which men and women can retire with partial pension benefits equal?	No	Law On Pensions, Arts. 11 and 24
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on Pensions, Art. 51(c)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Ministry of Labor and Social Protection
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application form; Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located

Has the government published guidelines on flexible work arrangements?	Yes	Ministry of Labor and Social Protection: Recommendations for the use of flexible forms of employment
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	No	Insufficient evidence located
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Marriage and Family Code, Art. 35; Civil Procedure Code, Art. 394
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	No	Insufficient evidence located
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Decree of the President of the Republic Belarus dated April 26, 2010 No. 200
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Code, Art. 271
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Education Committee of the Minsk City Administration
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of the Minsk City Municipality
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Resolution of the Council of Ministers No. 522 of 11 August 2022, Arts. 4-7
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	National Statistical Committee of Belarus
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Development of regional and women's entrepreneurship program; Cooperative program to support women's entrepreneurial initiatives
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Resolution of the State Committee on Property No. 26 of 26 August 2006, Art. 5; Resolution of the Committee on Land Resources, Geodesy and Cartography No.1 of 23 April 2004, Art. 7.7
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
<b>Pension</b>		
Are there incentives in place to increase women's retirement benefits?	Yes	Law on Pensions, Art. 51
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on Pensions, Art. 79