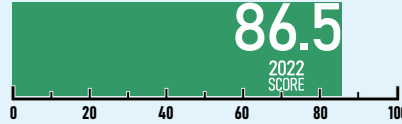


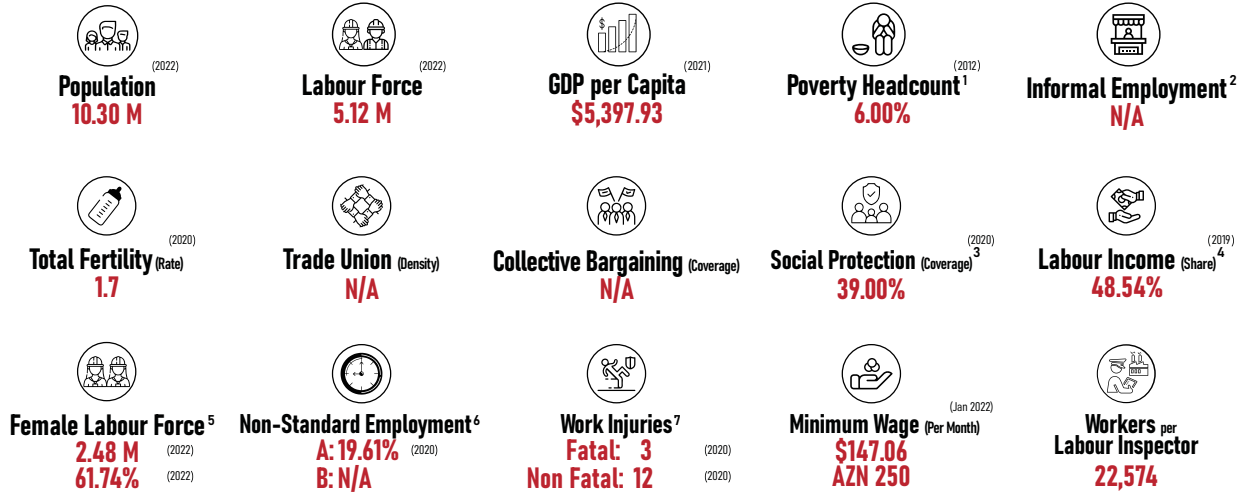


Azerbaijan



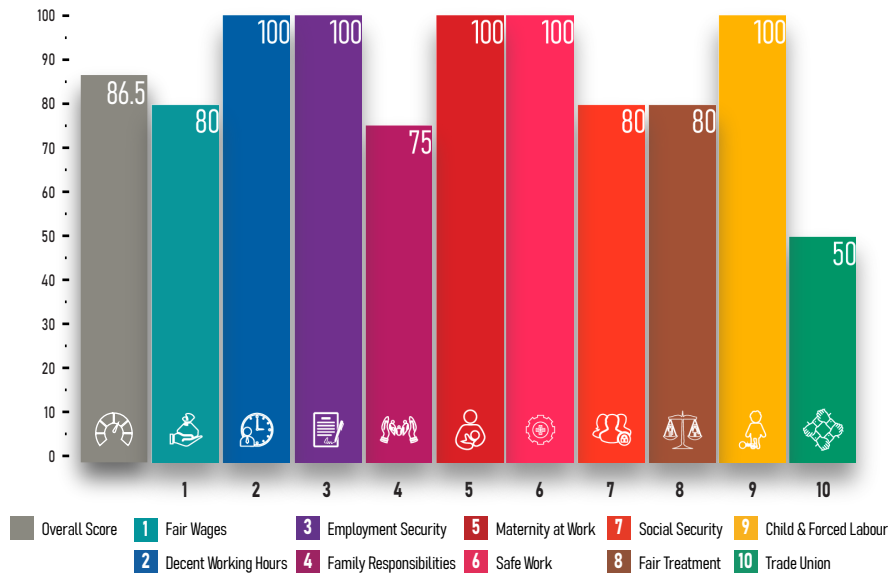
86.5 2020 SCORE
Caucasus and Central Asia
Upper-middle income
Approaching Decent Work
LRI RATING

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.

Azerbaijan's overall score is 86.5 out of 100. The overall score for Azerbaijan 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	§35 of the Constitution 1995; §155, 292, 296 of the Labour Code, 1999; §192.3 of the Code on Administrative Offences 2021	●
	Does the law require regular payment of wages?	Yes	§154-159, 172-176 of the Labour Code, 1999; §192.4 of the Code on Administrative Offences	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§165 of the Labour Code, 1999	●
	Does the law require additional compensation for working on a weekly rest day?	No	§109 and 164 of the Labour Code, 1999	●
2. Decent Working Hours	Does the law require additional compensation for night work?	Yes	§97, 98, 166, 242 and 254 of the Labour Code, 1999; Resolution of the Cabinet of Ministers of the №74	●
	Does the law stipulate general working hours as 48 hours or lower?	Yes	§99-101, 165, 242 and 254 of the Labour Code, 1999; 2004 Resolution of the Cabinet, №175; 2003 Resolution of the Cabinet, №106	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§99-101, 165, 242 and 254 of the Labour Code, 1999	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§104 of the Labour Code, 1999	●
	Does the law require paid public holidays?	Yes	§105-106, 164 of the Labour Code, 1999	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	Yes	§110-121, 131-138 of the Labour Code, 1999; 2004 Resolution of the Cabinet, №92	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§43-49 of the Labour Code, 1999; §192.1 of the Code on Administrative Offences; §162-1 of the Criminal Code	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§45, 47 and 73 of the Labour Code, 1999	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§51-53 of the Labour Code, 1999	●
	Does the law require a 30-day notice before contract termination?	Yes	§10-1, 68-70, 72, 74 and 77 of the Labour Code, 1999	●
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	§77 of the Labour Code, 1999	●
	Does the law require parental leave for parents?	Yes	§111, 117, 130, 141 of the Labour Code, 1999; Decree of the President of the Republic of Azerbaijan, 2019	●
	Does the law require at least one week of paid paternity leave for fathers?	No	§128 and 130 of the Labour Code, 1999	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§241-246 of the Labour Code, 1999	●
5. Maternity at Work	Does the law require paid nursing breaks?	Yes	§244 of the Labour Code, 1999	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§66 of the Labour Code of Azerbaijan, 1999	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§125 and 126 of the Labour Code, 1999	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§72 of the Social Insurance Regulations, 1998	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§72 of the Social Insurance Regulations, 1998	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§73, 79 and 111 of the Labour Code, 1999	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§215 and 222 of the Labour Code, 1999	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§215 and 219 of the Labour Code, 1999	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§91, 241-243, 245 of the Labour Code, 1999	●
	Does the law provide for employment injury benefit?	Yes	§304-307 of the Labour Code, 1999; 2010 Law of the Republic of Azerbaijan, №999-IIIQ	●
	Does the law provide for an old age pension?	Yes	Labour Pensions Law, 2006; §4 and 6 of the Social Insurance Law, 1997; Decree of the President, 25.02.2019	●
	Does the law provide for a dependants/survivors' pension?	Yes	§43-46 of the Labour Pensions Law, 2006	●
7. Social Security	Does the law provide for unemployment benefit?	Yes	Employment Law 2018; Unemployment Insurance Law 2017	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§74 of the Labour Code, 1999; §6 of the Social Allowance Law, 2006	●
	Does the law provide for invalidity benefit?	Yes	Labour Pensions Law, 2006	●
	Does the law require equal remuneration for work of equal value?	Yes	§35 of the Constitution, 1995; §16 and 154 of the Labour Code, 1999; §7 and 9 of the Gender Equality Law, 2006	●
	Does the law prohibit sexual harassment in employment?	Yes	§12, 16, 31, 69 of the Labour Code, 1999; §2, 4, 7, 11, 12, 17 of the Gender Equality Law, 2006; §151 of the Criminal Code	●
8. Fair Treatment	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§25 of the Constitution, 1995; §12 and 16 of the Labour Code, 1999; §7-10, 17 of the Gender Equality Law, 2006;	●
	Does the law allow women to do the same jobs as men?	No	§25 of the Constitution, 1995; §16 and 241 of the Labour Code, 1999; §2 and 3 of the Gender Equality Law, 2006;	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Laws No. 55-IIIQ (7.02.2006) About social benefits; Labour Pensions Law, 2006; ISSA Country Profile for Azerbaijan	●
	Does the law prohibit employment of children?	Yes	§42, 46, 247-249, Labour Code, 1999; §24, Law №499-IQ of 1998; §192.8, Code on Administrative Offences	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§19 of the Law on Education, 2009; §13 of the Law on General Education, 2019	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§250, 251 & 254, Labour Code, 1999; §192.9 of the Code on Administrative Offences	●
	Does the law prohibit forced labour?	Yes	§17, Labour Code, 1999; §144-1-144-2, Criminal Code; §1, Law №958-IQ	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§58 of the Constitution 1995; §1, 3, 10-19 of the Trade Union Law 1994	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§25, 26, 31 and 32 of the Labour Code, 1999	●
	Does the law provide for the right to strike?	No	§36 of the Constitution, 1995; §270-286 of the Labour Code, 1999; US DOS CRHRP 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§36 of the Constitution, 1995; §270-286 of the Labour Code, 1999; US DOS CRHRP 2021	●

Covid 19 and Labour Market in Azerbaijan*

Total Covid Cases	0.79 Million
Total Covid Deaths	9,727
Partial Vaccinated	53.0%
Fully Vaccinated	48.0%

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). No score is available for the Azerbaijan on SDG 8.8.2

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