



DECENT WORK CHECK
LIBERIA 2025

WageIndicator Foundation - www.wageindicator.org

WageIndicator started in 2001 to contribute to a more transparent labour market for workers and employers by publishing easily accessible information on a website. It collects, compares and shares labour market information through online and face-to-face surveys and desk research. It publishes the collected information on national websites, thereby serving as an online library for wage information, labour law, and career advice, both for workers/employees and employers. The WageIndicator websites and related communication activities reach out to millions of people on a monthly basis. The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. The Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Islamabad and Venice.

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INTRODUCTION

Decent Work is the type of work to which all of us aspire. It is done under conditions where people are gainfully employed (and there exist adequate income and employment opportunities); the social protection system (labour protection and social security) is fully developed and accessible to all; social dialogue and tripartism are promoted and encouraged; and rights at work, as specified in ILO Declaration on Fundamental Principles and Rights at Work and Core ILO Conventions, are practised, promoted and respected.

WageIndicator Foundation has been working since late 2007 to raise awareness of workplace rights through a unique tool, the Decent Work Check. The Decent Work Check considers different work aspects deemed necessary in attaining “decent work.” The work makes abstract Conventions and legal texts tangible and measurable in practice.

The Decent Work Check employs a double comparison system. It first compares national laws with international labour standards and scores the national regulations (happy or sad face). If national regulations in a country are not consistent with ILO conventions, it receives a sad face, and its score decreases (and vice versa). It then allows workers to compare their on-ground situation with national regulations. Finally, workers can compare their personal score with the national score and see whether their working conditions are consistent with national and international labour standards. The Check is based on de jure labour provisions, as found in the labour legislation.

A Decent Work Check is beneficial both for employees and employers. It gives them knowledge, which is the first step towards any improvement. It informs employees of their workplace rights while enlightening employers about their obligations. Decent Work Check is also helpful for researchers, labour rights organisations conducting surveys on the situation of rights at work and the general public wanting to know more about the world of work. For example, WageIndicator teams worldwide have found out that workers, small employers and even labour inspectors are not, sometimes, fully aware of the labour law. When you are informed – being a worker, self-employed, employee, employer, policymaker, or labour inspector – there is a greater possibility that you ask for your rights (as a worker), you comply with rules (as an employer), and you strive to enforce these (as a labour inspector).

The work is relevant to the challenges posed to the future of work, especially the effective enforcement of legislation in financially constrained states, a rise in precarious employment and analysis of the impact of regulatory regimes.

MAJOR LEGISLATION ON EMPLOYMENT AND LABOUR

1. Decent Work Act, 2015
2. Liberia's Constitution of 1986
3. Social Security Law, 2017
4. ISSA Country Profile for Liberia
5. Penal Law of Liberia, 1976
6. Children's Law of the Republic of Liberia, 2011
7. Liberia's Education Reform Act, 2011
8. Act to Ban Trafficking in Persons within the Republic of Liberia, 2005

01/13 WORK & WAGES

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

Minimum wage:

- C131 - Minimum Wage Fixing Convention, 1970 (No. 131)

Regular pay & wage protection:

- C095 - Protection of Wages Convention, 1949 (No. 95)
- C117 - Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)

Liberia has not ratified the above-mentioned Conventions.

Summary of Provisions under ILO Instruments

The minimum wage must cover the living expenses of the employee and their family members. Moreover, it must relate reasonably to the general level of wages earned and the living standard of other social groups. Wages must be paid regularly on a daily, weekly, fortnightly or monthly basis.

Regulations on work and wages:

- Decent Work Act, 2015
- Liberia's Constitution of 1986

Minimum Wage

How is the minimum wage set? (through legislation, collective bargaining, etc?)

The minimum wage in Liberia is set under the Decent Work Act.

Is there a separate minimum wage legislation? (Provision in Constitution, Labour Code or other specific legislation)

The Decent Work Act regulates the minimum wage in Liberia; there is no standalone legislation to regulate minimum wage.

Who determines the minimum wage in the country? (relevant actors?)

A Minimum Wage Board is established which is composed of the Minister (who serves as the Chairperson) and four other persons, appointed by the President on the recommendation of the National Tripartite Council.

What are the criteria for determining or updating the minimum wage?

To determine minimum wage, the Board must weigh the following six considerations every time it reviews or recommends minimum wages:

1. **Purposes of the Act** – i.e., the broader goal of promoting decent work for all employees.
2. **Fundamental labour rights** set out in Chapter 2 of the Act (non-

discrimination, freedom of association, safe work, etc.).

3. **Costs of living and prevailing living standards** in the community.
4. Need for wages to be high enough to maintain employees' and their families' health, efficiency and general well-being.
5. **State of economic development and growth**, including overall business productivity.
6. Likely impact of any wage increase on business competitiveness and viability.

The Board may recommend different minimum wages for various sectors and occupations and, where relevant, use piece rates in certain industries. In its initial recommendations, the Board must consider the appropriate methods and time frame for introducing new minimum wage levels. The Minister is responsible for ensuring the effective functioning of the Minimum Wage Board by providing necessary support.

Is the updating of the minimum wage regulated by Law? When is the minimum wage updated?

After reviewing minimum wages, the Board must submit its written recommendations to the Minister within 60 days, providing clear reasons for its decisions based on evidence. The Minister is then required to publish the recommended wage rates in the Official Gazette of Liberia within 60 days. The minimum wage order takes effect from the date of its publication. The Board is tasked with reviewing and recommending minimum wages that support the achievement of decent work in Liberia.

Does the Law provide that the minimum wage must cover the living expenses of the employee?

While reviewing minimum wages, the Board must consider the cost of living and prevailing living standards in the community. Moreover, wages must be set at a level high enough to maintain employees' and their families' health, efficiency and general well-being.

Do one or more minimum wage(s) exist? (national, sectoral, occupational, regional, etc)

All formal sector workers, including those in industries, businesses, and companies, are entitled to a minimum wage. Domestic and casual workers are entitled to a minimum wage. The Minimum Wage Board may recommend different minimum wages for different economic sectors and occupations.

Any employment contract that sets wages below the minimum wage rate established by law is considered null and void.

Is there a government institution for minimum wage complaints?

A labour inspector has the authority to enforce compliance with fundamental rights by utilising the provisions of the Decent Work Act. The labour inspectors are responsible for the enforcement of minimum wage orders. A labour inspector may bring a verified complaint in writing to the Ministry to enforce compliance with the notice. The Labour Inspectorate investigates compliance with the minimum wage, as it has the authority to issue notices to individuals or employers regarding violations if a person fails or refuses to comply with such a notice.

Does the Labour Inspectorate investigate minimum wage compliance?

The labour inspector may bring a verified complaint in writing to the Ministry to enforce compliance.

Are there legal sanctions if compliance is lacking?

If the person does not take the required action specified in the notice, the labour inspector can file a verified complaint with the Ministry of Labour. The complaint must be filed within fifteen days of the date specified in the notice for compliance. If the Ministry finds that a respondent has committed or is committing a violation, it may order the respondent to pay a fine not exceeding \$500.

Sources: §2.15, 5, 8, 16.1A and B of the Decent Work Act, 2015; §8 (chap 2) of Liberia's constitution of 1986

Regular Pay

What does the term "wages" mean? How is it defined in the Labour Code or other relevant law on payment of wages?

The Decent Work Act defines remuneration as the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by a person to a worker and arising out of the worker's engagement to work for that person.

The Decent Work Act requires that employment contracts between employers and employees specify the manner and frequency of wage payments and advances.

What does the law say about the regular and timely payment of wages?

An employer is required to pay wages to an employee in cash, unless the employee provides written consent for an alternative payment method. Acceptable alternatives include payment via postal order, money order, check, or a deposit at a financial institution into an account in the employee's name, or a joint account with others. An employer shall pay wages to an employee at intervals of not more than one month. Employers have a responsibility to ensure employees are paid the full amount of their earned remuneration.

Within how many days, of the end of wage payment period, should wages be paid?

An employer shall pay wages to an employee at intervals of not more than one month. Employers have a responsibility to ensure employees are paid the full amount of their earned remuneration. It can be implied from above that wages are due and must be paid within 30 days (or the number of days in the month) following the end of the wage payment period.

What does the law say about deduction from wages?

In general, employers are required to pay employees the full amount of remuneration due, without any deduction, when wages become payable. There are specific guidelines on deductions that they must follow. Employers are allowed to deduct amounts from an employee's wages only for lawful purposes, and such deductions must be agreed upon in writing by the employee. The employee has the right to modify or revoke this written agreement once per pay period.

Deductions from wages, by agreement with the employee, however, cannot exceed

one-third (1/3 or 33%) of the employee's total remuneration. These deductions are limited to specific payments such as rent for employer-provided accommodation, goods sold by the employer, loans, or trade union dues. This is to ensure that employees are not unfairly burdened by excessive deductions.

Employers can recover overpaid wages from future earnings with written notice (recovery of overpayment can be done within two months of giving notice) but cannot reclaim already paid wages or require false acknowledgement of payments.

Employers may not:

- Levy fines on employees unless authorized by statute or a collective agreement;
- Require employees to buy goods or use services from the employer;
- Charge more than the employer's cost price plus reasonable acquisition costs for goods supplied; or
- Require or permit employees to repay remuneration already duly paid or to acknowledge receipt of more than they actually received.

What are the provisions on 13th- and 14th-month pay or other compulsory bonuses?

There is no provision regarding 13th- and 14th-month pay or other compulsory bonuses in the Decent Work Act. Employers may voluntarily pay bonuses or extra compensation based on the provisions of the employment contract, company policies or collective agreement.

Sources: § 1.4, 13, 16.4, 16.5 and 16.6 of the Decent Work Act, 2015

02/13 COMPENSATION & WORKING HOURS

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

Compensation for overtime:

- C001 - Hours of Work (Industry) Convention, 1919 (No. 1)

Night work:

- C171 - Night Work Convention, 1990 (No. 171)

Liberia has not ratified the Conventions 01 & 171.

Summary of Provisions under ILO Instruments

Working overtime is to be avoided. Whenever it is unavoidable, extra compensation is at stake - minimally the basic hourly wage plus all additional benefits you are entitled to. In accordance with ILO Convention 1, the overtime pay rate should not be less than one and a quarter time (125%) of the regular rate.

Night work means all work which is performed during a period of not less than seven (07) consecutive hours, including the interval from midnight to 5 a.m. A night worker is a worker whose work requires the performance of a substantial number of hours of night work, which exceeds a specified limit (at least 3 hours). Convention 171 requires that night workers be compensated with reduced working time, higher pay, or similar benefits. Similar provisions are found in the Night Work Recommendation No. 178 of 1990.

If a worker has to work during the weekend, they should thereby acquire the right to a rest period of 24 uninterrupted hours instead. Not necessarily in the weekend, but at least in the following week. Similarly, if a worker has to work on a public holiday, they must be paid a premium payment and/or given a compensatory holiday. A higher rate of pay for working on a public holiday or a weekly rest day does not take away the right to a holiday/ rest.

Regulations on compensation and working hours:

- Decent Work Act, 2015

Overtime Compensation

What is the relevant legislation on working hours?

The Decent Work Act, 2015, regulates working hours for workers.

What are the general working hours for adult workers?

General work hours are set at 8 hours per day or 48 hours per week.

What are the maximum working hours for adult workers?

Employers cannot require employees to work beyond these ordinary hours except under some conditions.

If an employee works less than 8 hours on certain days, they may be required to work more than 8 hours on the remaining days, but not more than 12 hours a day, and the total weekly limit of 48 hours must not be surpassed.

A collective agreement may allow for the averaging of working hours, with a maximum of 53 ordinary hours and five overtime hours per week over a four-month period. In seasonal industries, the total work hours may exceed the standard limits, but employees cannot work more than 56 hours in a week (for up to 14 weeks) or average more than 48 hours per week annually.

What are the general (and/or maximum) working hours for child workers and adolescent workers?

A child under 16 years may not work more than 7 hours per day or exceed 42 hours in a working week. A child at least 13 years old may be employed to perform light work for a maximum of 2 hours a day and 14 hours a week.

No one is allowed to employ or permit a child under 15 years of age to work full-time. Recruiters are prohibited from hiring Liberians under the age of 18; however, the Ministry may allow the recruitment of individuals aged 16 to 18 under specific conditions, as long as these conditions align with the regulations of the Children's Law (2011).

What are the maximum overtime hours (limits on overtime)? (per day, per week or per year)

Overtime is generally limited to five hours per week beyond ordinary working hours. There are no specific daily or annual overtime limits given, aside from the total weekly cap and emergency exemptions.

Additionally, employees are entitled to a daily rest period of at least twelve consecutive hours between the end of one work shift and the start of the next and a weekly rest period of at least 36 consecutive hours, which typically includes Sunday unless otherwise agreed.

Conditions under which overtime is permissible? (criteria)

Employees may be required to work beyond the ordinary hours and overtime

limits in certain emergency situations, but only to the extent necessary to address the situation.

These exceptions include:

- responding to an actual or imminent disaster or accident to protect life, health, prevent property damage, or ensure the continuation of operations,
- performing urgent work on plant, equipment, machinery, or other property to maintain the undertaking,
- preventing damage to perishable goods and in case of carrying out work of vital public importance if authorized by the Ministry.

Is there a premium rate for overtime hours or time off?

For overtime work, the employee must be paid at a rate at least 50% higher than the normal rate (150% of the normal rate for overtime hours), or the employer and employee may agree in writing that overtime work will not be compensated with additional payment above the normal rate but instead with paid time off. However, the employee must still receive at least their ordinary rate of remuneration for this time away from work.

Sources: §1.4, 17.1-17.6, 17.9, 17.10 & 21 of the Decent Work Act, 2015

Night Work Compensation

No relevant provision could be located in the law regarding night work compensation. There is no special provision in the Decent Work Act regarding night work for adult workers. However, the legislation explicitly prohibits employment of children

in work for long hours or at night, considering them a form of hazardous work.

Sources: §21.4 for the Decent Work Act, 2015

Compensatory Holidays / Rest Day

What are the provisions for working on a weekly rest day and a public holiday?

An employer may ask an employee to work on a public holiday, but the employee can refuse if the request is unreasonable or if their refusal is justified.

When determining reasonableness, factors include the workplace's operational needs, the nature of the employee's role, personal circumstances like family responsibilities, whether the employee anticipated such a request, their compensation entitlements for holiday work, their employment type (e.g., full-time or casual), and the advance notice provided by both parties.

Employees who work on a public holiday are entitled to overtime payments, penalty rates, or additional compensation. Employers and employees can also agree in writing to substitute extra pay with paid time off.

Does the law require compensatory rest for working on a weekly rest day or a public holiday?

The law allows for compensatory rest, as employees can agree to receive paid time off instead of extra pay for overtime work on a public holiday. Similar is the case for work on a weekly rest day. If the work on weekends is considered overtime work, the parties may agree on paid time off.

Sources: §17 for the Decent Work Act, 2015

Weekend / Public Holiday Work Compensation

Does the law require a compensatory premium payment for working on a Weekly Rest day / Public Holiday?

Employees working on a public holiday are entitled to be paid at twice their normal rate (200% of the normal hourly rate).

The Decent Work Act does not have a clear provision for premium pay for work performed on a weekly rest day. If that work is considered overtime work, beyond 48 hours per week, workers must receive at least 50% above the normal rate (or 150% of the normal rate for hours worked on a weekly rest day).

Does the law allow a choice between compensatory rest, premium payment, or both for working on a public holiday?

Employees can receive either extra pay (twice the normal rate) or, through a written agreement with the employer, opt for paid time off instead of overtime pay.

Sources: §17 for the Decent Work Act, 2015

03/13 ANNUAL LEAVE & HOLIDAYS

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

Annual Leave

- C132 - Holidays with Pay Convention (Revised), 1970 (No. 132)

Weekly Rest

- C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)
- C047 - Forty-Hour Week Convention, 1935 (No. 47)
- C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)

Public Holidays

- C175 - Part-Time Work Convention, 1994 (No. 175)

In addition, for several industries, different Conventions apply.

Liberia has not ratified the Conventions mentioned above.

Summary of Provisions under ILO Instruments

An employee is entitled to at least 21 consecutive days of paid annual leave, excluding national and religious holidays. Collective agreements must provide at least one day of annual leave on full remuneration for every 17 days the employee worked or was entitled to be paid.

A worker should be entitled to paid leave during national and officially recognized public holidays.

Workers should enjoy a rest period of at least twenty-four consecutive hours every 7 days, i.e., a week.

Regulations on annual leave and holidays:

- Decent Work Act, 2015

Paid Vacation / Annual Leave

What is the relevant legislation on annual leave?

The legislation governing annual leave entitlements or paid vacations in Liberia is the Decent Work Act 2015.

Is a legal annual vacation period provided under the law? (general duration; working days or calendar days)

According to the Decent Work Act, 2015, employees are entitled to annual leave. The entitlement is based on continuous service:

- 1 week during the first 12 months of service
- 2 weeks during the first 24 months (after 12 months of service, leave to be taken during the second year of employment)
- 3 weeks for 36 months (after 24 months of service, leave to be taken during the third year of employment)
- 4 weeks for 60 months of service and beyond (a worker with 5 years or more of service)

Weekly rest days and public holidays are not part of annual leave.

Does annual leave increase with the length of service with an employer?

Annual leave increases with the employee's length of continuous service with the same employer, scaling from 1 to 4 weeks depending on the number of years worked.

What are the annual leave provisions for child workers and young/adolescent workers?

Child workers are granted an additional week of annual leave on top of the standard entitlement. Like with adult workers, public holidays and weekly rest days are not included in this leave.

What is the qualifying period for annual leave?

The minimum qualifying period for annual leave is 12 months of continuous service with the same employer.

Are workers paid their usual salaries during the term of annual leave? Or are they paid some additional leave allowance? What percentage of their normal salary are workers paid during their vacation term?

Remuneration depends on the employee's pay structure. Time-rate employees receive their usual earnings, while those with varying hours or other payment methods are compensated based on an average of their earnings from the preceding year. Employees taking at least seven days of leave must be paid in advance.

Can annual leave be accumulated/carried forward? What are the regulations on scheduling and splitting of annual leave? What is the minimum duration of annual leave?

Annual leave may accumulate for up to three years, but not beyond. Leaves can be scheduled and should be taken in a single continuous period. If the employee is entitled to more than one week of leave, it may be split into two parts, provided that each part is at least one week long.

Can a worker receive payment in lieu of annual leave? In what circumstances is it allowed?

Payment in lieu of annual leave is allowed only in case of termination of employment, where any unused leave is paid out at the employee's current pay. However, there is no entitlement to payment for unused annual leave if the employee continues working with the employer.

Sources: §18.1, 18.2, 18.3 and 21.5 of the Decent Work Act, 2015

Pay on Public Holidays

Which public holidays are provided under the law? How many public holidays are there?

Liberia observes 11 public holidays each year under the Patriotic Observances Law.

- a) New Year's Day (January 1);
- b) Armed Forces Day (February 11);
- c) Decoration Day (2nd Wednesday of March);
- d) J.J. Roberts' Birthday (March 15);
- e) Fast and Prayer Day (2nd Friday of April);
- f) Unification Day (May 14);
- g) Independence Day (July 26);
- h) Flag Day (August 24);
- i) Thanksgiving Day (1st Thursday of November);
- j) President Tubman's Birthday (November 29);
- k) Christmas Day (December 25).

The employer must not compel an employee to work on a public holiday.

Are the public holidays paid? Does the law require that workers be paid their wages on public holidays?

Employees who work on a public holiday must be paid twice the normal rate. However, an employer and employee may agree in writing to substitute extra pay with additional paid time off, ensuring the employee still receives their regular wage for the time off.

Sources: §17 and 18 of the Decent Work Act, 2015 and <https://www.liberianembassyjp.org/img/holidays.pdf>

Weekly Rest Days

How many hours of weekly rest are provided under the law? (day/hours)

Employers must provide employees with:

- daily rest period of at least twelve consecutive hours between the end of one work shift and the start of the next and
- a weekly rest period of at least 36 consecutive hours, which, unless agreed otherwise in writing, should include Sunday.

An employee is entitled to a paid rest break (meal interval) of at least one continuous hour for continuous work of more than five hours.

Does the law make it mandatory to have a weekly rest day?

The legislation requires employers to provide employees with a weekly rest day.

Sources: §17.7, 17.9, 17.10 and 18.1 of the Decent Work Act, 2015

04/13 CONTRACTS & DISMISSALS

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

Employment Termination

- C158 - Termination of Employment Convention, 1982 (No. 158)

Liberia has not ratified Convention 158.

Summary of Provisions under the ILO Convention

The questions under this section measure the security, flexibility, or precariousness of an employment relationship. Although these are not clearly mentioned in a single convention (severance pay and notice requirements are provided in the Termination of Employment Convention No. 158) however, the best practices in the field require that employees be provided with a written contract of employment; workers on fixed-term contracts should not be hired for tasks of permanent nature; a reasonable probation period (ideally lower than or equal to 6 months) may be followed to assess the suitability of an employee; a period of notice must be specified in an employment contract before severing the employment relationship; and workers be paid severance allowance on termination of employment relationship.

A contract of employment may be oral or written; however, workers should be provided with a written statement of employment at the start of their employment.

Fixed-term contract workers must not be hired for permanent tasks, as it leads to precarious employment.

A reasonable probation period must be allowed for workers to learn new skills. A newly hired employee may be fired without any negative consequences during this period. Or such an employee may leave without serving a notice.

Depending on the length of service an employee has, an employer may require a reasonable notice period before severing the employment relationship.

Employers may be required to pay a severance allowance on termination of employment (due to redundancy or any other reason except for lack of capacity or misconduct).

Regulations on contracts and dismissals:

- The Decent Work Act, 2015

Written Employment Particulars

What is the relevant legislation on employment contracts (including types: oral or written, fixed-term or indefinite-term)?

According to the Decent Work Act, an employment contract can be written or oral and may be for a fixed term, an indefinite term, or executed for a specific task. Employment may be full-time, part-time, or casual, with a probationary period of up to three months.

Does the Law require written employment contracts or written employment particulars in the absence of written contracts?

Employers must provide a written contract or, for oral agreements, issue a written statement or display a workplace notice if terms are the same as those of other employees.

What are the details provided under written employment contracts or written statement of employment particulars or an appointment letterer?

Contracts should include basic details such as employer and employee names, workplace location, job type and duration, termination notice period (at least 4 weeks after a year of service), salary details, employee benefits, repatriation terms for overseas jobs, and any special conditions.

Within how many days of the commencement of employment, a worker is to be provided with such a letter?

While the specific number of days for providing the written statement or contract is not stated in the law, it should be done promptly upon the commencement of employment.

Does the law require an employer to provide a worker with a letter of appointment or written employment particulars with details about employment?

The employer is obliged to provide a copy of the written employment contract to the employee if the agreement is oral.

Sources: § 13.1(a, b, c, d, j, k) and 14.6 of the Decent Act, 2015

Fixed Term Contracts

What is the relevant legislation on fixed-term contracts?

Fixed-term contracts are regulated under the Decent Work Act, 2015.

Under what conditions are fixed-term contracts allowed?

Fixed-term contracts are allowed for a specific period or for the completion of a specific task. The employment contract must clearly specify the duration of employment.

What is the maximum length of a single fixed-term contract? (in months)

The law does not specify a maximum duration (in months) for a single fixed-term contract.

What is the number of renewals that are allowed for a single fixed-term contract?

The legislation does not set a limit on the number of renewals for a fixed-term contract.

What is the maximum length of a fixed-term contract, including renewals? (in months)

The total allowable duration of fixed-term contracts, including renewals, is not regulated by a maximum limit in the law.

Does the law restrict hiring fixed-term contract workers for tasks of a permanent nature (by hiring them in place of permanent workers)?

The law does not clearly prohibit the use of fixed-term contracts for tasks of a permanent nature or restrict employers from using them in place of permanent workers. However, a casual employee who has worked regularly for the same employer for six months may choose to convert to full-time or part-time employment based on their usual working hours.

Sources: § 13.2 & 13.3 (b) of the Decent Work Act, 2015.

Probation Period

What is the relevant legislation on Probation/Trial Period?

The probationary period is governed by the Decent Work Act, 2015

Does the law require a probation period?

According to the Decent Work Act, a probationary period may be included in an

employment contract, but it is not mandatory.

What is the maximum length of the probation period (with and without renewal/extension)?

If a probation period is included, it must not exceed three months, with a uniform duration across all job types. The Act does not have any provisions on renewal or extension of the probationary period.

Does the law provide for different probation periods for jobs of different types?

The Act does not differentiate in the length of probation periods based on job types. The same three-month maximum applies uniformly to all employment categories.

Sources: §13.1(c), 14.6(c), 14.9(a) of the Decent Work Act, 2015

Employment Termination

What are the different types of employment termination?

Employment contracts may end in several ways. Termination can occur in the following cases:

- Mutual agreement between the employer and employee;
- Expiration of a fixed-term contract at the end of its specified duration;
- Completion of a specific task, for task-based contracts;
- Legal or personal grounds, such as the death of either party, or the bankruptcy or insolvency of the employer.

Legal Grounds for Termination

a. Termination of Contracts

- A fixed-term contract may be terminated at any time for just cause.
- For indefinite contracts, termination is permitted only if valid grounds exist and proper procedures are followed.
- Wrongful or constructive dismissal is prohibited, and affected employees have the right to seek redress.

b. Just Cause and Gross Misconduct

Immediate termination is justified in cases of gross misconduct, including:

- violations of fundamental employee rights,
- sexual harassment, workplace violence or intimidation,
- intentional or negligent destruction of employer's property,
- endangering workplace safety,
- prolonged unauthorized absence (over 10 consecutive days or 20 days within six months), or
- breach of confidentiality obligations.

What is the procedure for collective redundancies?

Redundancy occurs when an employer reduces staff due to business reorganization, transfer, closure, or economic, technological, or structural changes, including bankruptcy or dissolution.

In such cases, employers must follow specific legal procedures:

- Provide notice and pay severance, with employees entitled to four

weeks of severance pay per completed year of service, in addition to other legal entitlements.

- When selecting employees for redundancy, the "first in, last out" principle applies, though qualifications and efficiency may be considered when service lengths are similar.
- Employers must notify the Ministry, affected employees, and relevant trade unions, providing details on the reasons, affected employees, and proposed employment termination dates.
- Employers must engage in good faith negotiations on alternatives, selection criteria, mitigation measures, termination conditions, and rehiring priorities.

Employers may withhold confidential or legally privileged information only if there is a valid reason. Failure to comply with these procedures can result in employee complaints and legal remedies through the Ministry. If future job openings arise, employers must prioritize rehiring redundant employees, and failure to do so constitutes a violation of the Act.

What is meant by constructive termination of employment?

An employer is considered to have terminated an employee's employment if the employee resigns due to the employer's conduct making it unreasonable to continue working. In cases of constructive dismissal, the Ministry or court will assess whether the employee attempted to resolve the issue before resigning and whether it was reasonable to expect such an attempt under the circumstances.

What are the prohibited grounds for termination of employment?

Employers are prohibited from terminating an employee for exercising rights under this Act. This includes termination due to the employee's entitlement to or pursuit of legal rights.

Additionally, temporary absences due to illness or injury cannot serve as a reason for dismissal. An absence is deemed temporary if the employee is on paid sick leave under this Act or a collective agreement.

In any legal proceedings, the Ministry or court will evaluate whether the employee was entitled to certain rights and if the employer can prove that the termination was not motivated by the exercise of those rights.

What is the procedure for reviewing the termination decisions?

Employees who believe their termination was unlawful may file a complaint with the Ministry. This must be done within six months of the termination decision, though extensions may be granted for valid reasons. If the Ministry or court determines that the termination was not in compliance with this Act, it may order reinstatement, compensation, or both.

When deciding on a remedy, reinstatement is the primary option unless the employer demonstrates that restoring the employment relationship is impractical due to a loss of trust or significant changes in the business structure. If reinstatement is ordered, compensation is generally limited to wages lost from the termination date until the reinstatement order.

If reinstatement is not feasible, compensation may be awarded up to two years' salary, based on the employee's average earnings in the six months preceding dismissal. However, if dismissal was intended to avoid pension obligations, compensation may be increased to a maximum of five years' salary.

In determining compensation, factors such as severance payments made by the employer, the employee's subsequent earnings, efforts to mitigate losses, and the timing of the complaint are considered. If reinstatement is granted, the employee must return to work within one month, and their employment will be deemed continuous. The employer is required to allow the employee to resume their position.

Sources: §14.1 to 14.10 of the Decent Work Act, 2015

Notice Requirement

What is the relevant legislation on the notice requirement before a contract termination?

The Decent Work Act regulates provisions regarding notice requirements.

What are the different types of contract termination? (termination by the worker or employer)?

The party wishing to terminate the employment contract is obliged to provide a notice period. This means law allows both workers and employers to terminate employment contracts.

What is the required notice period (in weeks) for terminating a contract (fixed term, indefinite term, probationary contract)?

While the law does not specify separate notice periods for fixed-term, indefinite-term, or probationary contracts, it clarifies that no notice is required when termination is justified by just cause. Depending on the continuous service of an employee, the following notice periods are required:

- 2 weeks' notice for a service of 3 to 6 months
- 3 weeks' notice for a service of 6 to 12 months
- 4 weeks' notice for a service of more than one year

During a probation period, either party can end the contract with at least 7 days' written notice before the probation ends.

What is the required notice period for terminating a contract (initiated by the worker)?

The party wishing to terminate the employment contract is obliged to provide a notice period ranging between two and four weeks, depending on the length of service.

Under what circumstances may a contract terminating party not serve any notice?

An employer has the right to dismiss an employee immediately in cases of grave misconduct.

In general, no notice is required when termination is justifiable by reason (just cause).

Is there a provision for compensation instead of notice?

An employer may choose to pay (compensate the employee) in lieu of notice. So, instead of giving an employee notice of termination, the employer pays the employee a sum of money equal to that they would have earned during the minimum period of notice.

Sources: §12.1,13.1,14.3,14.4 & 14.6 of the Decent Work Act, 2015

Severance Pay

What is the relevant legislation on severance pay?

The Decent Work Act, 2015, governs the provisions on severance pay on termination of employment.

Under what circumstances is severance pay admissible (individual dismissals vs collective dismissals)?

It applies when employment is terminated for economic reasons, such as redundancy or business closure.

What is the rate at which severance pay is payable to a worker? (days or percentage of former salary)

Severance pay is payable at 4 weeks of pay for each completed year of service.

Any other payments due to a worker (other than severance pay)? (unpaid leave, bonus, etc.)

Employers are required to provide notice and fulfil severance pay obligations alongside other termination-related

payments. These include remuneration for accrued but unused annual leave, calculated pro rata for service periods of less than a year, as well as compensation for any unpaid leave or contractual bonuses.

Sources: §14.5 and 18.4 for the Decent Work Act, 2015

05/13 FAMILY RESPONSIBILITIES

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

Family Responsibilities

- C156 - Workers with Family Responsibilities Convention, 1981 (No. 156)
- R165 - Workers with Family Responsibilities Recommendation, 1981 (No. 165)

Liberia has not ratified Convention 156.

Summary of Provisions under the ILO Convention

Paternity leave is for new fathers around the time of childbirth and is usually of shorter duration.

Recommendation (No. 165) provides parental leave as an option for either parent to take a long leave of absence (paid or unpaid) without resigning from work. Parental leave is usually taken once the maternity and paternity leave have been exhausted. For working parents, laws may define the portion of parental leave that has to be compulsorily taken by fathers or mothers.

Flexible Work Option for Parents / Work-Life Balance Recommendation 165 asks employers to look into the measures for improving general working conditions through flexible work arrangements.

Regulations on family responsibilities:

- The Decent Work Act, 2015

Paternity Leave

What is the relevant legislation on paternity leave?

The Decent Work Act, 2015, provides the legal basis for paternity leave entitlements in Liberia.

What is the length of paternity leave?

The employed father of a child is entitled to five days' leave without pay at the time of the child's birth, provided that this leave may not be taken before the mother's confinement and shall be taken within the first month after the birth of the child unless there are exceptional circumstances.

Is paternity leave paid or unpaid? Who pays for it, and what percentage of normal salary is paid during paternity leave?

Paternity leave in Liberia is unpaid.

Does the law require paternity leave for new fathers?

The employed father of a child is entitled to five days' leave without pay at the time of the child's birth; however, there is a condition:

A man who has more than one wife cannot claim paternity leave for children born to more than one wife. He must inform the employer which wife the leave applies to.

Sources: §20.3 of the Decent Work Act, 2015

Parental Leave

What is the relevant legislation on parental leave?

The Decent Work Act, 2015, does not specifically provide for general parental leave, but the law offers separate entitlements for maternity and paternity leave.

Flexible Work Option for Parents / Work-Life Balance

What is the relevant legislation on flexible work for parents of minor children?

The Decent Work Act, 2015, includes limited provisions concerning family care responsibilities. It does not mandate flexible work arrangements (such as reduced hours or part-time schedules) specifically for parents of minor children.

However, it does allow:

Five days of paid leave per year to care for or support an immediate family member in cases of personal illness, injury, or an unexpected emergency.

This entitlement does not accumulate over the years and is not compensable upon the termination of employment unless otherwise specified in a collective agreement.

The law defines an employee's immediate family as including children (biological or adopted), a married spouse, an unmarried partner in a marriage-like relationship, parents (including adoptive parents), grandparents, and siblings (biological or adopted).

Family care leave is granted in addition to any other leave entitlements under this Act.

Does the law require employers to provide paid nursing breaks to women workers?

The Decent Work Act, 2015, requires employers to provide paid nursing breaks to breastfeeding women workers.

A breastfeeding employee who returns to work after childbirth is entitled to either:

- A 60-minute reduction in daily working hours, or
- Two 30-minute breaks per workday.

These breaks are fully paid and considered part of the employee's regular working hours. This entitlement lasts until the child reaches six months of age and is in addition to regular rest periods.

Sources: §19.1, 19.4 & 20.6 of the Decent Work Act, 2015

Special Leave

What other types of leave are permitted under the labour legislation and not covered elsewhere (other than annual leave, paternity leave, parental leave, maternity leave, and sick leave)? These could be compassionate leave, care leave, marriage leave, bereavement leave, study leave, etc.

In Liberia, employees are also entitled to 5 days of paid bereavement leave per year in the event of a family member's death, which does not accumulate or carry over.

Furthermore, employees may take reasonable unpaid leave to attend trade union meetings or training courses, with

payment at the employer's discretion. These entitlements are in addition to other leave provisions under the Act.

Sources: §19.5 and 37.4(e) of the Decent work Act, 2015

06/13 MATERNITY & WORK

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

Maternity Protection

- C103 - Maternity Protection Convention (Revised), 1952 (No. 103)
- C183 - Maternity Protection Convention, 2000 (No. 183)

An earlier Convention (103 from 1952) prescribed at least 12 weeks of maternity leave, 6 weeks before and 6 weeks after birth. However, a later convention (No. 183 from 2000) requires that maternity leave be at least 14 weeks, of which six weeks of compulsory leave should be after childbirth.

Liberia has not ratified Conventions 103 & 183.

Summary of provisions under the ILO Instruments

Workers should be entitled to medical and midwife care during pregnancy and maternity leave without additional cost.

During pregnancy and while breastfeeding, a worker should be exempt from work that might bring harm to them or their baby.

The total maternity leave should last at least 14 weeks.

During maternity leave, a worker's income should amount to at least two-thirds of their preceding salary.

During pregnancy and maternity leave, a worker should be protected from dismissal or any other discriminatory treatment.

Workers have the right to return to the same or an equivalent position after availing maternity leave.

After childbirth and re-joining work, a worker must be allowed paid nursing breaks to breastfeed the child.

Regulations on maternity and work:

- The Decent Work Act, 2015
- ISSA Country Profile for Liberia

Pregnancy Testing / Inquiry in Recruitment

What is the relevant legislation regarding pregnancy inquiry during recruitment?

The Decent Work Act states that all individuals working or seeking employment in Liberia are entitled to the rights and protections, regardless of past, present, or future pregnancy or breastfeeding. It prohibits discrimination on the grounds of "previous, current or future pregnancy or breastfeeding" as well as "family responsibilities".

Does the law prohibit employers from inquiring about pregnancy (through pregnancy testing or other means) during recruitment?

Though not explicitly stated, the legislation implicitly prohibits employers from inquiring about pregnancy since the discrimination on the grounds of "previous, current or future pregnancy or breastfeeding" is prohibited.

Sources: §2.4(v) of the Decent Work Act, 2015

Free Medical Care

What is the relevant legislation on free medical care for pregnant workers?

The relevant legislation is the Liberian Constitution and the Decent Work Act, 2015.

The right to healthcare and welfare facilities is mentioned in the Liberian Constitution as a general principle of national policy. However, free medical care is not mentioned in either the Liberian Constitution or the Decent Work Act 2015.

What are the detailed provisions on maternity medical benefits?

There is no provision in the Decent Work Act, 2015, concerning maternity medical benefits. The Act does not mandate employers or the government to provide free maternity-related medical services, such as prenatal or postnatal care. It mainly focuses on maternity leave entitlements rather than health service provisions.

Does the law require that pregnant workers be provided free antenatal and postnatal medical care?

No, the law does not require that pregnant workers be provided free antenatal or postnatal medical care.

Sources: §8 of the Constitution of the Republic of Liberia 1986

No Harmful Work

What is the relevant legislation on protecting the health and safety of pregnant workers?

The relevant legislation is the Decent Work Act of Liberia.

What type of work is prohibited for pregnant or nursing workers?

According to the Decent Work Act, an employer should not ask a pregnant or

nursing employee to perform work that is hazardous to her health or to her child.

What actions must an employer take to protect the health and safety of pregnant or nursing workers?

If a pregnant or nursing worker is assigned to hazardous duties, her employer must offer her suitable alternative employment, if practicable, on terms and conditions that are no less favourable than her usual terms and conditions of employment.

Does the law require pregnant and nursing workers not to be engaged in harmful work?

Yes, the law requires that pregnant and nursing workers must not be engaged in harmful work. Employers have a legal obligation under the Decent Work Act to avoid assigning hazardous duties to such employees

Sources: §20.4(b, c) of the Decent work Act, 2015

Maternity Leave

What is the relevant legislation on maternity leave?

The Decent Work Act of Liberia is the primary legislation governing maternity leave entitlements for female employees.

What is the general duration of maternity leave (ante-natal and post-natal)? What is the duration of compulsory maternity leave?

Under the Decent Work Act, a female employee is entitled to at least 14 weeks of paid maternity leave; at least 6 of which

must be taken after childbirth. The prenatal leave is extended if the baby is born after the anticipated date, however the compulsory post-natal leave (six weeks) stays the same.

Is extension allowed for multiple births or in the case of ill health or for other reasons?

The employee may be eligible for up to one month of extended unpaid maternity leave, which can be taken either just before or right after her usual maternity leave, provided a doctor certifies that pregnancy or delivery problems necessitate more time for recuperation. Before starting this leave, the employee must give her employer a medical certificate attesting to the real birth date and the anticipated due date.

Sources: §20.1, 20.2, 20.5 of the Decent Work Act, 2015

Income

What is the relevant legislation on income during maternity leave?

The relevant legislation is the Decent Work Act of Liberia.

For how long is compensation paid during maternity leave?

During maternity leave, employed women are entitled to full remuneration (100% of their wages) from their employers. The employee may be entitled to an additional 30 days of unpaid maternity leave if there are complications arising during pregnancy.

Who pays for it, and what percentage of normal salary is paid during the term of maternity leave?

The employer pays the maternity leave benefits. The compensation is 100% of the employee's normal wage, making it an employer's liability.

Does the law require that workers be paid at least 66.67% of their monthly wage during the term of maternity leave?

The law mandates 100% of the monthly wage to be paid during maternity leave.

Sources: §20.1(d) of the Decent Work Act, 2015

Protection from Dismissals

What is the relevant legislation on protection from dismissals?

The relevant provisions are found in the Decent Work Act, 2015.

Does the law require that workers be protected from dismissals during the term of pregnancy and maternity leave?

A woman who takes maternity leave cannot be fired by her employer since she is entitled to return to the same position with the same terms and conditions. Hence, her right to work protection would be violated if she were fired on the grounds of maternity leave. However, there is no explicit provision protecting a woman worker from dismissal on account of pregnancy.

Sources: § 20.4 of the Decent Work Act, 2015

Right to Return to Same Position

Are employers obligated to give employees an equivalent or the same position when they return from maternity leave?

Employers are obligated to reinstate the employee to the same position held before maternity leave or an equivalent one with the same terms and conditions.

Does the law provide for the right to return to the same position after availing maternity leave?

Law states that, at the end of maternity leave an employed woman is entitled to continue her employment on the same terms and conditions of employment as before her maternity leave.

Sources: § 20.4 of the Decent Work Act, 2015

Breastfeeding / Nursing Breaks

What is the relevant legislation on nursing in the workplace?

The relevant legislation is the Decent Work Act of Liberia

Are employers required to provide break time for nursing mothers? (duration)

A nursing employee who returns to work after giving birth is entitled to a 60-minute reduction in her daily working hours or two 30-minute breaks. This benefit is given in addition to other rest periods.

Till what age of the child are nursing breaks provided, and whether these are paid breaks?

These breaks last until the child is six months old. These fully compensated breaks are regarded as a component of working hours.

Sources: §20.6 of the Decent Work Act, 2015

07/13 HEALTH & SAFETY

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

Occupational Safety and Health

- C155 - Occupational Safety and Health Convention, 1981 (No. 155)
- C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Most ILO OSH Conventions deal with very specific Occupational Safety hazards, such as asbestos and chemicals.

Labour Inspection

- C081 - Labour Inspection Convention, 1947 (No. 81)

Liberia has ratified Convention 81 only.

Summary of Provisions under ILO Instruments

The employer, in all fairness, should make sure that the work process is safe.

The employer should provide protective clothing and other necessary safety precautions for free.

Workers should receive training in all work-related safety and health aspects and must be shown (and informed about) the emergency exits.

In order to ensure workplace safety and health, a central, independent and efficient labour inspection system should be present.

Regulations on health and safety:

- The Decent Work Act, 2015

Employer Cares

What is the relevant legislation on protecting the health and safety of workers in the workplace?

The specific provisions of the Decent Work Act on workplace health and safety ensure the well-being of employees and others by eliminating risks at their source, protecting the public from workplace hazards, involving stakeholders in setting safety standards and promoting a national safety culture that respects the right to a safe workplace and encourages active participation.

What type of protection is afforded to the workers and what type of actions are to be taken by the employer to ensure workplace OSH?

Employers must ensure a safe work environment by:

- preventing health risks associated with handling equipment and substances,
- providing proper training and supervision in appropriate languages,
- maintaining safe entry and exit routes,
- ensuring adequate welfare facilities, and
- establishing a safety and health policy to uphold workplace safety standards.

This policy should facilitate effective consultation between the employer and workers in promoting safety measures. It

should also include mechanisms for reviewing and, if necessary, redesigning the policy to ensure ongoing effectiveness.

The law also requires employers to consult employees on workplace safety matters, including identifying hazards, implementing risk control measures, ensuring proper welfare facilities, safety procedures, training, and making necessary improvements. This consultation must involve information sharing, consideration of workers' perspectives, and input from workplace union representatives where applicable.

Does the law require employers to protect workers' health and safety?

The Decent Work Act requires employers to protect workers' health and safety.

For workplaces with 20 or more employees, employers must:

- Establish a Safety and Health Committee with equal worker and employer representation. These committees play a key role in implementing and monitoring safety measures, ensuring compliance, addressing concerns, and making necessary changes.
- Employers must also ensure proper use of equipment and substances, as failure to do so constitutes a breach of duty.
- Employers are further required to employ a person as a Safety and Health Officer to ensure the due observance of the provisions of this Act and any regulations made under it and the promotion of safe conduct of work at the workplace.

Source 24.1, 25.1, 25.2, 26.1, 26.4(vi) of the Decent Work Act, 2015

Free Protection

What is the relevant legislation on the provision of Personal Protective Equipment (PPE) by the employer to the worker?

The Decent Work Act is the relevant legislation that governs the provision of Personal Protective Equipment (PPE). The legislation mandates that employers must ensure worker safety by supplying and maintaining protective clothing, equipment, and rescue gear in specific situations.

Employers must ensure, as far as practicable, the safety and health of workers in the workplace. This includes the provision of personal protective equipment, its maintenance and replacement, as necessary, and training on its use. Workers are also required to use the personal protective equipment in accordance with the instructions and for its intended use.

Are employers required to provide PPE to workers free of cost?

The Decent Work Act explicitly addresses this requirement. According to Section 26.7 of the Act:

"Duty not to charge workers for things done or provided: An employer shall not require or permit a worker to pay, whether directly or indirectly, for anything done or provided in accordance with any provision of this Act or any regulation made under it, or for anything done or provided in the interests of safety and health in pursuance of this Act or any such regulation."

This means that any equipment, device, or measure—including PPE—provided to

ensure occupational safety and health must be supplied at the employer's expense and cannot be charged to the worker in any way.

Does the law require that free protective equipment be provided to workers and that other protective measures be taken without any cost to the workers?

The legislation clearly mandates that protective equipment and other safety measures must be provided to the workers without any cost. Failure to provide or ensure the proper use of PPE is considered a breach of the employer's duty under the law.

Sources: §8 of the Constitution of the Republic of Liberia 1986; §25.1, 29.3 (xii) of the Decent Work Act, 2015

Training

What is the relevant legislation on the provision of training by the employer to the worker on OSH issues?

According to the Decent Work Act, employers have a responsibility to maintain workplace safety by providing enough training, teaching, and supervision to their employees.

What type of training is provided to the workers? When is this training given to the workers (at the start of employment, change in the job, position, etc.)?

They must provide workers with safety information in relevant languages to help them comprehend workplace hazards, safety procedures, and the use of equipment and chemicals.

In training, it is imperative that the workers understand the plant's design and safe usage conditions along with the relevant research about the safe use of the substance without any risk to health and safety.

No provisions could be located regarding when employees should be trained.

Does the law require the employer to train workers on health and safety issues?

According to the Decent Work Act, employers have a responsibility to maintain workplace safety by providing enough training, teaching, and supervision to their employees.

Sources: §25.1, 26.4(iv), 29.3(xvi) of the Decent work Act, 2015

Labour Inspection System

What is the relevant legislation on the labour inspection system in the country?

The Decent Work Act is the relevant legislation governing the labour inspection system. Labour inspectors play a crucial role in enforcing labour laws; they conduct workplace investigations to ensure adherence to labour laws and safety standards. They are responsible for ensuring compliance with employment contracts, minimum wage decrees, and workplace safety regulations.

How does the labour inspection system work in the country? (Organizational setup, staff, scope of labour inspection)

The labour inspection system operates under the authority of the Ministry of Labour, which appoints both male and

female labour inspectors. Inspectors are officially designated and must carry proper identification while performing their duties.

Their authority includes entering workplaces without prior notice, inspecting documents and equipment, collecting samples, questioning employees, and issuing necessary instructions. They also provide technical advice, address worker grievances, and may be assisted by police or experts when required.

If violations are identified, inspectors issue compliance notices that mandate corrective actions within a specified timeframe. Non-compliance can lead to escalation to the Ministry of Labour, and obstructing an inspector's duties results in legal penalties. Inspectors are required to maintain confidentiality, act ethically, and adhere to legal procedures during their investigations.

If an activity poses an immediate risk to health or safety, they have the authority to issue a prohibition notice, temporarily halting or modifying the activity until it is deemed safe. These notices must be documented in writing, detailing the hazardous conditions, legal violations, and appeal procedures. In urgent cases, verbal notices may be issued, but they remain valid for only 24 hours. Inspectors can enforce such notices at any time, even without formal enforcement guidelines from the Minister.

Employers have a legal obligation to report workplace injuries and diseases to a labour inspector. Severe cases, including fatalities, permanent disabilities, or mass workplace incidents, must be reported immediately. For less critical cases, employers must

maintain accurate records and submit reports to the Ministry of Labour as required. In cases of permanent disability, labour inspectors investigate the incident, gather evidence, and submit findings to the Ministry for further action. For minor disabilities, inspectors recommend compensation, which is documented if both parties agree. If a dispute arises, the claim is escalated to the Ministry, with partial payments issued until a final decision is made. If no inspector is available, employers must begin compensation payments without delay.

In cases of workplace fatalities, employers must immediately notify a labour inspector, who then conducts an investigation to determine the cause of death, identify dependents, assess compensation, and submit findings to the Ministry of Labour for final determination.

Additionally, if a labour inspector files a complaint regarding workplace violations, the Ministry must decide within 30 days whether to take action. Complaints may be modified before proceeding further. In cases of workplace disputes, the inspector investigates and provides a resolution based on labour legislation.

Obstructing a labour inspector is a first-degree misdemeanour, reportable to the Ministry, with a potential fine of up to \$500 upon conviction.

Employers are prohibited from dismissing or taking adverse actions against workers solely for assisting or providing safety and health information to a labour inspector. Also, legal actions, whether civil or criminal, cannot be pursued against labour inspectors or related bodies for actions

done in good faith while carrying out their functions.

Sources: §8.1-8.7, 9.1, 26.5, 26.6d, 28.2, 28.4, 28.6, 33.2, 33.4, 33.5 of the Decent Work Act, 2015

08/13 SICK LEAVE & EMPLOYMENT INJURY BENEFIT

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102)
- C121 - Employment Injury Benefits Convention, 1964 (No. 121)
- C130 - Medical Care and Sickness Benefits Convention, 1969 (No. 130)

Liberia has not ratified the above-mentioned Conventions.

Summary of Provisions under ILO Instruments

A worker's right to work and income should be protected when illness strikes. The national labour law may provide that sickness benefits may not be paid during the first 3 days of your absence. Minimally, a worker should be entitled to an income during the first 6 months of illness. This income should be at least 45 per cent of the minimum wage. (Countries are free to opt for a system which guarantees 60 per cent of the last wages during the first 6 months of illness or even during the first year). A worker must be entitled to paid sick leave.

Workers should be entitled to medical care without additional cost during illness. Employees and their family members should have access to the necessary minimal medical care at an affordable cost.

During the first 6 months of illness, a worker should not be fired.

If a worker is disabled due to an occupational disease or accident, they must receive a higher benefit. In the case of temporary or total incapacity/disability, a worker may at least be provided 50% of his average wage, while in the case of fatal injury, the survivors may be provided 40% of the deceased worker's average wage in periodical payments.

Regulations on sick leave & Employment Injury Benefits:

- The Decent Work Act, 2015
- ISSA Country Profile for Liberia
- NASSCORP Social Security Law, 2017

Income

What is the relevant legislation on paid sick leave?

The Decent Work Act is the relevant legislation governing paid sick leave.

What is the maximum duration of sick leave in days?

Employees are entitled to 10 days of paid sick leave for each year of continuous service.

What percentage of the monthly salary does a worker get during sick leave?

Employees receive their regular pay during this period.

Who is required to pay if the worker is allowed paid sick leave?

It is implied that the employer is responsible for paying the worker during the paid sick leave period because employees must inform their employer in advance before taking sick leave. Generally, a medical certificate is required to confirm their illness. However, they may take up to three sick days per year without providing proof of illness.

Does the law provide for paid sick leave with at least 45% of the reference wage for at least the first 6 months?

The Act does not provide for paid sick leave extending up to 6 months, nor does it specify a payment rate of 45% of the reference wage for 6 months, but 100% of the reference earnings is provided during a 10-day sick leave.

Sources: §19.2, 19.3 of the Decent Work Act 2015; ISSA country profile of Liberia

Medical Care

What is the relevant legislation on free medical care for sick workers?

No provisions could be located stating that the employer is obliged to bear the expenses for the medical care of sick workers.

What is the detailed provision on sickness medical benefits?

Employees are entitled to a cash sickness benefit, requiring a medical certificate, except for up to three single days of incapacity in a 12-month period. The benefit covers 100% of daily earnings for up to 10 days per year of continuous employment, with the employer bearing the total cost.

Does the law provide medical care for at least the first 6 months of illness?

No, the law does not provide medical care for the first 6 months of illness. It only requires cash sickness benefits covering up to 10 days per year.

Sources: §19.3, 31.6, 32.5 and 33.6 of the Decent Work Act, 2015; §89.19, 89.33 of the Social Security Act, 2017; ISSA country profile for Liberia

Job Security

What is the relevant legislation on job security for sick workers?

The Decent Work Act is the relevant legislation that governs job security for workers.

For how long (in months) does the law provide job security during illness?

The law does not specify a fixed duration in months; it prohibits dismissal during temporary absences due to illness or injury.

Are employers prohibited from dismissing a worker during the term of his sickness (at least during the first six months of illness)?

Employers are prohibited from dismissing a worker solely on the grounds of temporary absence due to illness or injury. The law does not clearly define the protection period in terms of months.

Sources: §14.8 of the Decent Work Act, 2015

Disability / Work Injury Benefit

What is the relevant legislation on work injuries and relevant benefits?

The Decent Work Act and Social Security Law are the relevant legislation on work injury and benefits. Employees must notify their employer in writing within 60 days of the accident or injury for compensation. They must undergo medical examinations if

required; refusal may lead to benefit termination. Dependents of a deceased employee must allow a medical examination to determine the cause of death or risk losing compensation.

Who is required to pay for work injury benefits?

Employers, employees, and the government share responsibility for medical benefits and rehabilitation.

Payments of all the benefits, including medical care from the Employment Injury Division/benefits, are made out of the employment injury fund, and the Medical Board decides medical claims.

Law entitles employees with work injury benefits if the injury causes loss of either temporary or permanent physical and mental disability. Employers must provide immediate medical care, but insured workers may seek reimbursement from NASSCORP.

What percentage of the monthly salary is paid as an employment injury benefit in the case of permanent total disability?

In case of total permanent disability, the employees are entitled to compensation equivalent to 65% of their monthly wage. Insured persons entitled to permanent total disability benefits also receive a 25% constant attendance allowance if they are severely incapacitated and require continuous personal assistance, subject to verification by a medical board following prescribed regulations.

What percentage of the monthly salary is paid as an employment injury benefit in the case of permanent partial disability?

Employees are entitled to compensation for partial disability which is equivalent to the full permanent disability pension calculated based on the assessed degree of disability.

What percentage of the monthly salary is paid as an employment injury benefit in the case of temporary disability?

The persons who sustain temporary disability are periodically paid throughout the period of such incapacity. If the disability of a temporarily or permanently disabled person has been assessed to be 100% disability, the rate of permanent disability benefit is 65% of such disabled person's assumed coverage monthly remuneration or the average of assumed daily remuneration as mentioned in the regulations.

The payments are made for the entire period of temporary disability. There is a waiting period of 14 days for payment of temporary disability benefits.

Does the law provide for different kinds of work injury benefits with at least 50% of the reference wage?

Work injuries are divided into four categories:

- 1) permanent total incapacity
- 2) permanent partial incapacity
- 3) temporary incapacity and
- 4) Fatal injury leading to death of a worker.

In all cases, the benefits are based on at least 50% of the reference wage, with 65% being the standard rate for permanent total

disability. A compensable occupational injury includes any work-related illness or injury, except communicable diseases, unless the job increases the risk.

What percentage of the salary is paid to the spouse as a survivor's benefit?

In case of the death of employees due to occupational injury, the survivors are entitled to a lump sum amount. The eligible survivors are widows, widowers, children or parents. A percentage of the permanent disability pension the deceased received or was entitled to receive is paid as a lump sum to a dependent spouse. A percentage of the permanent disability pension the deceased worker received or was entitled to receive is paid as a lump sum to each orphan younger than age 21. If there are no other eligible survivors, a percentage of the permanent disability pension the deceased worker received or was entitled to receive is paid as a lump sum to a dependent parent. The benefit is split equally if there is more than one eligible survivor.

Sources: §30.1-33.9 of the Decent Work Act, 2015; §89 of NASSCORP Social Security Law, 2017; ISSA Country Profile for Liberia

09/13 SOCIAL SECURITY

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102)
- C128 - Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)
- C121 - Employment Injury Benefits Convention, 1964 (No. 121)
- C130 - Medical Care and Sickness Benefits Convention, 1969 (No. 130)
- C168 - Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)

Convention 102 prescribes minimum standards. For several benefits, somewhat higher standards have been set in subsequent Conventions.

Liberia has not ratified the Conventions mentioned above.

Summary of Provisions under ILO Instruments

In normal circumstances, the pensionable age may not be set higher than 65 years of age. If retirement age is fixed above 65 years, it should give “due regard to the working ability of elderly persons” and “demographic, economic and social criteria, which shall be demonstrated statistically”. Pension can be set as a percentage of the minimum or earned wage.

When the breadwinner dies, the spouse and children are entitled to a benefit expressed as a percentage of the minimum wage or a percentage of the earned wage. This must be at least 40% of the reference wage.

For a limited period of time, the unemployed have a right to unemployment benefits set as a percentage of the minimum wage or a percentage of the earned wage.

Invalidity benefits are provided when a protected person is unable to engage in gainful employment before the standard retirement age due to a non-occupational chronic condition resulting in disease, injury or disability. Invalidity Benefit must be at least 40% of the reference wage.

Regulations on social security:

- NASSCORP (The National Social Security and Welfare Corporation) under the Social Security Law, 2017
- The Decent Work Act, 2015

Pension Rights

What is the relevant legislation on pension rights?

The Decent Work Act and Social Security Law have the relevant provisions on pension rights.

At what age are men and women entitled to early as well as full pension?

An employee is entitled to a retirement pension:

- Full pension is available at 60 years of age (both men and women) with at least 15 years of continuous service with the employer.
- Early pension can be claimed at any age with at least 25 years of continuous service with the employer.
- If a person has not formally retired, retirement is deemed automatic at age 65.

Who manages old age pension benefits?

Old-age pension benefits are funded through the social insurance scheme, with contributions from workers (4% of monthly wages) and employers (4% of payroll). The National Social Security and Welfare Corporation (NASSCORP) is the government agency responsible for managing old age pensions for private sector employees in Liberia

What are the qualification requirements (years of contributions)?

- An employee must have at least 144 months of contribution to Social Insurance to qualify for retirement/early pension.
- For full pension benefits, 15 years of continuous service with the employer is required.
- Additional pension increases are granted to:
- Those born in 1980 or after with more than 144 months of contributions, and
- Those born before 1980 with more than 100 months of contributions

What percentage of monthly salary is paid as pension (or is it a flat rate benefit, lump-sum payment, or calculated through a complex formula)?

The minimum retirement pension is equal to 25% of their average monthly salary.

If contribution periods are met, the pension increases by 1% for every additional 10 months of contributions, up to a maximum of 40% of the reference wage.

At the age of 60, with at least 12 months of contribution, a person is eligible for an old age settlement, which is a lump sum of total employee contributions plus accrued interest.

Does the law provide for pension rights for workers for at least 40% of the reference wage?

Monthly pension benefits include at least 40% of the average monthly earnings during the last 5 years of employment and will be paid till the death of the employee.

If a person born in 1980 or after has contributed for more than 144 months, their pension will increase by 1% for each extra 10 months, reaching a maximum of 40% of their wage, with a cap. The same 1% raise is given to employees born before 1980 who have contributed for more than 100 months; this increase is capped at 40% of their income and occurs every 10 months.

Sources: §89 of the NASSCORP Social Security Law, 2017; §22.2 of the Decent Work Act, 2015; ISSA Country Profile for Liberia

Dependents' / Survivors' Benefit

What is the relevant legislation on dependents'/survivors' benefits?

Survivor benefits are managed by the Pension Division, including lump sum payments for widows, widowers, and children under the 2017 Social Security Law.

What percentage of the old-age pension (that a worker was getting or would have got if they had reached the retirement age) is the survivors' benefit for a widow(er) with two children?

When a deceased employee leaves dependents wholly reliant on their earnings, they receive compensation equal to 48 months' earnings. If only partially dependent individuals exist, the Ministry determines fair compensation, ranging from 20% to 80% of the full amount.

A widow or widower qualifies for a survivor's lump sum if the deceased made at least 50 monthly contributions or was receiving a pension at the time of death.

The benefit is 50% of the pension's annuity value, reduced by 12%. If multiple spouses exist, the amount is divided equally. A child qualifies for a lump sum if a parent dies, the child was dependent on them, and the parent made at least 50 contributions. The child must be under 21.

If no spouse or child exists, the benefit is granted to a surviving parent at the same rate as a spouse.

How are survivors' benefits funded?

Survivors' benefits for private sector workers in Liberia are managed by the **National Social Security and Welfare Corporation (NASSCORP)**. NASSCORP administers the National Pension Scheme (NPS), which provides survivor benefits to eligible dependents—such as widows, dependent widowers, and orphans—of insured employees in both the public and private sectors. Survivors' benefits are managed by the Pension Division, including lump sum payments for widows, widowers, and children.

What are the qualification requirements (years of contributions)?

The deceased must have made at least 50 monthly contributions (approximately 4 years and 2 months). Alternatively, the deceased must have been already receiving a pension at the time of death.

Is it a percentage of old age pension or is it a flat rate benefit or lump-sum payment or is it calculated through a complex formula?

The survivor's lump sum formula is defined by regulations. Widows or widowers receive 50% of the deceased worker's pension in a lump sum, while each child receives 10%,

with a total cap of 50% if more than five children qualify. If no spousal benefit applies, children collectively receive up to 100% of the deceased worker's pension in a lump sum. The lump sum is based on the deceased's highest applicable pension, whether retirement or invalidity.

Does the law provide for survivors'/dependents' benefits of at least 40% of the reference wage?

Widows or widowers receive 50% of the deceased's pension in a lump sum, it may exceed 40% of the reference wage or pension.

Sources: §89.24 and 89.25 of the NASSCORP social security law, 2017; ISSA Country Profile for Liberia

Unemployment Benefits

What is the relevant legislation on Unemployment Benefits?

There is no provision for unemployment benefits, but the law provides for severance benefits. Employees terminated due to economic reasons are entitled to severance pay equivalent to four weeks' wages per year of service.

Sources: §14.5 of the Decent Work Act, 2015

Invalidity Benefits

What is the relevant legislation on invalidity benefits?

Social Security Law is the relevant legislation on invalidity benefits.

What are the qualification requirements (years of contributions)?

To qualify, a person must be under 65 years old, certified by the Medical Board as permanently incapable of work, and have paid at least 50 monthly contributions within the last 60 months or at least two-thirds of their insurable employment period, with a minimum of 50 contributions.

How are invalidity benefits funded? (Employer, worker, government; social insurance, state financed, etc.)

Invalidity benefits are funded through the social insurance system with contributions from workers and employers.

Is it a percentage of old age pension or is it a flat rate benefit or lump-sum payment or is it calculated through a complex formula?

The minimum invalidity pension is 25% of the beneficiary worker's average monthly earnings for those who meet the 50-contribution requirement. For those exceeding 50 contributions, the rate increases by 1% for every additional 10 contributions. If a person does not meet the qualifying conditions, they receive a lump sum invalidity grant equal to their contributions plus interest, provided they have paid at least 12 contributions. If the insured person dies, their highest applicable pension retirement or invalidity is converted into a lump sum.

Does the law provide for invalidity benefits of at least 40% of the reference wage?

For those exceeding 50 contributions, the rate increases by 1% for every additional 10

contributions, meaning the benefit can reach or exceed 40% of the reference wage.

Sources: §89 of the NASSCORP Social Security Law, 2017; ISSA Country Profile for Liberia

10/13 FAIR TREATMENT

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C100 - Equal Remuneration Convention, 1951 (No. 100)
- C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- C190 - Violence and Harassment Convention, 2019 (No. 190)

Liberia has ratified Conventions 100 and 111 only.

Summary of Provisions under ILO Instruments

Equal pay for men and women for work of equal value is a must at workplaces. Pay inequality based on race, colour, sex, religion, political opinion, national extraction/place of birth, or social origin is also forbidden. To help prevent wage discrimination, a transparent remuneration system and a clear matching of pay and position should be in place.

Convention No. 190 recognises the right of everyone to a world of work free from violence and harassment. It defines violence and harassment as “a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aims at, results in, or is likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment”. This definition covers physical abuse, verbal abuse, bullying and mobbing, sexual harassment, threats and stalking, among other things.

An employer can't discriminate against a worker in any aspect of employment (appointment, promotion, training and transfer) based on union membership or participation in union activities, filing of a complaint against an employer, race, colour, sex, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin, temporary absence due to illness, age, trade union membership, disability/HIV-AIDS, or absence from work during maternity leave. (Conventions 111, 156, 158, 159 and 183)

People have the right to work, and there can't be occupational segregation based on gender.

Regulations on fair treatment:

- The Decent Work Act, 2015
- Penal Law of Liberia, 1976
- Constitution of the Republic of Liberia 1986

Equal Pay

What is the relevant legislation on equal pay? (Constitution, Labour Code, Anti-Discrimination Law, Equal Pay Law)

The Constitution of Liberia and the Decent Work Act are the relevant legislations regarding equal pay.

Provisions on equal pay for work of equal value?

Equal remuneration refers to rates of remuneration established without discrimination based on sex.

Does the law (constitution, labour code, equal treatment law) require equal pay for equal work without any discrimination (esp. gender)?

The Constitution states that all Liberian citizens have the right to just remuneration regardless of their sex, creed, religion, ethnic background, place of origin, political affiliation, etc. According to the Decent Work Act, all women and men are entitled, without distinction, exclusion or preference, to receive equal remuneration for work of equal or comparable value (different jobs that require similar skill/effort/responsibility could be of comparable value).

Under the Decent Work Act, equal remuneration refers to rates of

remuneration established without discrimination based on sex.

Sources: §18 of the Constitution of Liberia, 1986; §2.5 of the Decent Work Act, 2015

Sexual Harassment

What is the relevant legislation on sexual harassment? (Constitution, Labour Code, Anti-Discrimination Law, sexual harassment law, criminal code)

The Decent Work Act and Penal Law of Liberia are the relevant legislations on sexual harassment.

Definition of harassment and sexual harassment?

The Decent Work Act defines Sexual harassment as any unwelcome, unreasonable, or offensive sexual conduct that impacts a person's job based on their response to it or creates a hostile, intimidating, or humiliating work environment. It includes physical, verbal, or non-verbal conduct of a sexual nature and any behaviour based on sex that affects the dignity of men or women.

Furthermore, no person shall sexually harass a worker, either directly or indirectly, in any employment practice or during employment. In legal proceedings, the complainant must prove that the sexual conduct occurred, while the accused must demonstrate that the conduct did not influence employment decisions or create a hostile work environment.

Employer's responsibility towards prevention of sexual harassment?

Sexual harassment is considered a grave misconduct, and any person found guilty of this shall be terminated immediately.

Does the law provide for proper punishment in case of sexual harassment? (fine or imprisonment or both/civil remedies and criminal liabilities)

According to the Penal Code, for a misdemeanour of the second degree, a definite term imprisonment should not be more than 30 days, fixed by the court.

Sources: §2.8, 2.13 (b) & 14.3 of the Decent work Act, 2015; § 14.28, & 50.7 Penal Law of Liberia, 1976

Non-Discrimination

What is the relevant legislation on non-discrimination? (Constitution, Labour Code, Anti-Discrimination Law, Others)

The Constitution, as well as the Decent Work Act, prohibits any kind of discrimination.

What are the prohibited grounds for discrimination in the Constitution?

According to the Constitution, the Republic of Liberia directs its policies to ensure safe working environments for its citizens without any discrimination. No person shall discriminate against anyone seeking or engaged in work in Liberia. Discrimination in employment practices, including remuneration or benefits, is prohibited if it nullifies or impairs equality of opportunity or treatment.

Definition of discrimination

Under the Decent Work Act, to "discriminate" means to apply any distinction, exclusion or preference which has the effect, whether directly or indirectly, of nullifying or impairing equality of opportunity or treatment, including the provision of remuneration or other benefits.

What are the prohibited grounds for discrimination in the Labour Code/Equality Law?

The Decent Work Act prohibits discrimination on the following grounds: race, tribe, indigenous group, language, colour, descent, national, social or ethnic extraction or origin, economic status, community or occupation, immigrant or temporary resident status, sex, gender identity or sexual orientation, marital status or family responsibilities, previous, current or future pregnancy or breastfeeding age, or mental disability, health status, irrelevant criminal record, and personal association with someone possessing these attributes.; or because a person has exercised or sought to exercise, or is entitled to the enjoyment of any right conferred by Decent Work Act.

However, distinctions based on inherent job requirements or affirmative action measures are not considered unlawful. Pregnant employees may be temporarily reassigned to suitable duties without a reduction in pay or benefits. In discrimination cases, the complainant must prove the existence of exclusion or preference, while the respondent must demonstrate that it was not based on prohibited grounds.

Does the law require that people be treated equally in employment opportunities (appointment, promotion, training and transfer) without discrimination on the basis of criteria such as colour, social origin, nationality etc?

The law requires people to be treated equally, with no discrimination based on colour, nationality, social origin, or any of the other grounds specified above.

Sources: §8, 11 and 18 of the Constitution of the Republic of Liberia 1986; §2.7, 2.13 of the Decent Work Act, 2015

Equal Choice of Profession

What is the relevant legislation on the equal treatment of women workers in the workplace? (Constitution, Labour Code, Anti-Discrimination Law, Others)

The Constitution and the Decent Work Act are relevant legislation on the equal treatment of women workers in the workplace.

Does the Constitution and/or Labour Code provide for the right to choose work?

The Liberian Constitution ascertains equal opportunity for work in Liberia regardless of anyone's sex, creed, religion, ethnic background, place of origin and political affiliation.

Can women work in the same industries as men without being prohibited/restricted from working in jobs considered hazardous, arduous, or morally inappropriate)?

All individuals are entitled to equal rights and protections under the law, without distinction based on sex, gender identity, sexual orientation, marital status, family responsibilities, or pregnancy status. The Act prohibits employment discrimination on the basis of sex and ensures equal remuneration for work of equal value to promote gender equality in the workplace.

Nevertheless, if a woman is pregnant, she is not allowed to do hazardous work that can be detrimental to herself or her baby. Such woman is given alternate job options by the employer within the same workplace.

Can (non-pregnant and non-nursing) women do the same jobs as men?

Women can do the same jobs as men, as no restrictive provisions could be found.

Sources: §18 of the Constitution of the Republic of Liberia 1986; §2.1, 2.54, 2.5 of the Decent Work Act, 2015

11/13 MINORS & YOUTH

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C138 - Minimum Age Convention, 1973 (No. 138)
- C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)

Liberia has ratified Conventions 138 and 182.

Summary of Provisions under ILO Instruments

At workplaces, children may not be forced to perform work that could harm their health and hampers their physical and mental development.

All children should be able to attend school. Once this is safeguarded, there is no objection to children performing light jobs between the ages of 12 and 14. The general minimum age is 15 years; however, developing countries may set this at 14 years. The minimum age for hazardous work, which is likely to jeopardise young persons' health, safety or morals, is 18 years. It can also be set at a lower level of 16 years under certain circumstances.

Children should not be employed in work that is likely to harm their health, safety, or morals. It is considered one of the worst forms of child labour. The minimum age for such hazardous work is 18 years.

Regulations on minors and youth:

- The Decent Work Act, 2015
- Liberia's Education Reform Act, 2005
- Children's Law of the Republic of Liberia, 2011

Minimum Age for Employment

What is the relevant legislation on the minimum age for employment?

The Decent Work Act and Children's Law are the relevant legislation on the minimum age for employment in Liberia.

What is the minimum age to enter into employment?

The minimum age to enter into full-time employment is 15. No person shall employ or allow a child under the age of 15 to be engaged in full-time work.

Does the law prohibit employment of children under the age of 15 years (14 years for low-income and lower-middle-income economies)?

Child means a person under the age of 18. Under the Decent Work Act, no person shall employ, or allow a child under the age of 15 years to be employed in full-time employment.

What are the exceptions that are allowed with regard to the minimum age for entry into employment?

A child who is at least 13 years old may be employed to perform light work (light work means work or any other activity that is not likely to be harmful to a child's health or safety, moral or material welfare or development; and is not such as to

prejudice the child's attendance at school or their capacity to benefit from instruction) for maximum of two hours in a day and fourteen hours in a week.

Working hours for children under the age of 16 have been reduced to 7 hours on any day and 42 hours per week. Daily working hours include rest periods of at least 60 minutes. The annual leave for children employees is equivalent to the number of working days in one week.

What is the compulsory education age in the country? (in years)

The Education Reform Act provides that early childhood programs shall be from 3 to five 5 years, and full-time formal schooling children from age 6 to a 12 (constituting grades 1-6), shall be free and compulsory for all children of the age range for such school level, and shall be free for all pupils within the public school system.

A person commits a second-degree felony if they subject a child to harmful or hazardous work or engage in practices that violate or endanger the child's bodily integrity, life, health, dignity, education, welfare, or holistic development.

Sources: §1.4, 21.2, 21.3 & 21.5 of the Decent Work Act, 2015; §4.4.1 of the Liberia's Education reform Act, 2011; §16.15 of the Children's Law of Liberia, 2011

Minimum Age for Hazardous Work

Does the law prohibit the employment of children in hazardous work under the age of 18 years?

The minimum age for hazardous work is 18 years.

Is overtime work prohibited under the age of 18?

For children under 16, employment is limited to a maximum of 7 hours per day or 42 hours per week, with daily work schedules including rest breaks totalling at least one hour to ensure that no child works more than four consecutive hours without a break. Additionally, working long hours, during the night, or in conditions where the child is unreasonably confined to the employer's premises is prohibited.

What is the relevant legislation on the minimum age for hazardous work?

The Decent Work Act and Children's Law are the relevant legislations regarding the minimum age for hazardous work.

What is the minimum age for hazardous work?

The minimum age for hazardous work is 18 years. The Children's Law defines a child as any person below the age of 18 years.

Does the law prohibit the employment of children in hazardous work under the age of 18 years?

Working for long hours is prohibited for children in the Liberian Decent Work Act. Children under the age of 13 are permitted only to perform light work, and any work deemed hazardous is defined as having the inherent potential to cause injury or harm to health, which is strictly prohibited. The law explicitly forbids employing a child in any work that, by its nature or the circumstances in which it is carried out, is likely to jeopardize their health, safety, or welfare.

Furthermore, individuals under 18 must not be employed in occupations that expose them to hazardous substances, such as silica dust, asbestos, lead fumes, and other dangerous chemicals, including those that may affect reproductive health.

Is night work prohibited under the age of 18?

Night work is considered hazardous work and is prohibited for children.

Other types of hazardous work prohibited for adolescent/young workers?

Other types of hazardous work that are prohibited for young/adolescent workers include:

- Work that exposes children to physical, psychological, or sexual abuse.
- Work that is underground, underwater, at dangerous heights, or in closed and confined places.
- Work involving dangerous machinery, equipment, tools, manual handling, or transport of goods and materials.
- When work is done in such a hazardous environment that exposes children to dangerous substances, agent processes, temperatures, noise levels, or vibrations that are detrimental to their health.
- When work is inappropriate for a child's age, health, educational, emotional, or physical development.

In general, the law establishes standards for exposure to physical, biological, chemical, and psychological hazards, and mandates that the Minister, with guidance from the National Tripartite Council, develop and regularly review a national occupational safety and health programme.

This programme is designed to minimize work-related risks and prevent injuries, diseases, and deaths while promoting workplace safety.

Sources: § 2.3, 21.3, 21.4, 21.5, 29.2 & 29.3 of the Decent Work Act, 2015; §1 (Section 3) and 7 (Section 9.1) of the Children's Law of 2011

12/13 FORCED LABOUR

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C029 - Forced Labour Convention, 1930 (No. 29)
- P029 - Protocol of 2014 to the Forced Labour Convention, 1930
- C105 - Abolition of Forced Labour Convention, 1957 (No. 105)

Forced labour is the work one has to perform under threat of punishment: forfeiture of wages, dismissal, harassment or violence, even corporal punishment. Forced labour means a violation of human rights.

Liberia has ratified both Conventions 29 & 105.

Summary of Provisions under ILO Instruments

Except for certain cases, forced or compulsory labour (exacted under the threat of punishment and for which you may not have offered voluntarily) is prohibited.

Employers must allow workers to look for work elsewhere. If a worker is looking for work elsewhere, he/she should not be shortened on wages or threatened with dismissal. (In the reverse cases, international law considers this forced labour.)

Regulations on forced labour:

- The Decent work Act, 2015
- An Act to Ban Trafficking in Persons within the Republic of Liberia, 2005
- Liberia's Education Reform Act, 2005
- Children's Law of the Republic of Liberia, 2011
- Constitution of Liberia, 1986

Prohibition on Forced and Compulsory Labour

What is the relevant legislation on forced and compulsory labour?

There is a complete prohibition of forced labour and slavery under the Constitution. Forced labour is defined as "labour or services obtained or maintained through force, threat of force, or other means of coercion or physical restraint".

What type of forced labour is prohibited?

Both direct and indirect types of forced labour are prohibited by Decent Work Act except in specific cases such as compulsory military service, normal civic duties, court-ordered labour supervised by public authorities, emergency situations, and minor communal services performed by community members, subject to community consultation.

Does the law provide for certain sanctions against forced labour? (imprisonment, fine, or both)

Forced labour is deemed exploitation in Liberia. Persons involved in the crime of trafficking are imprisoned for at least one year. If the subsequent exploitation disseminated from it (that includes forced labour) causes unintentional life-

threatening illness or intentional drug addiction, five years of further incarceration will be added by a competent court.

Both the constitution and the labour law of Liberia ensure emancipation from forced labour.

Does the law (constitution, labour code, special law or penal code) prohibit forced labour?

Forced labour is prohibited by both the Constitution and the Decent Work Act of Liberia.

Sources: §12 of the Constitution of the Republic of Liberia 1986; §2.2 of the Decent Work Act 2015 of the Republic of Liberia; §1 and 7 of an Act to Ban Trafficking in Persons within the Republic of Liberia 2005

Freedom to Change Jobs and Right to Quit

What is the relevant legislation on the freedom to change jobs and the right to quit?

The Decent Work Act provides both parties with the right to terminate an employment contract after serving a notice period of 4 weeks.

Does the Constitution provide for the right to choose an occupation / profession?

According to the Liberian Constitution, all citizens have the right to equal employment opportunities without discrimination.

Does the law allow workers to change jobs without pressure (can a worker terminate the contract after serving

reasonable notice, not longer than what is required for the employer)?

According to the Decent Work Act, 2015, both parties, the employer and the employee, are subject to the same minimum notice requirements:

- The appropriate period of notice to be given by the party wishing to terminate the contract shall not be less than the minimum period of notice provided for, which is 4 weeks after 12 months of service.
- The party wishing to terminate the contract must provide notice, and one party intending to leave a job must serve notice to the other party within a reasonable time.

Therefore, workers are legally permitted to resign by providing notice equivalent to that required of the employer.

For further information, please refer to the topic on Employment Security.

Sources: §8 of the Constitution of Liberia, 1986; §14 of the Decent Work Act 2015 of the Republic of Liberia

Inhumane Working Conditions

What is the legal provision on working hours? (relevant legislation)

The Liberian constitution ascertains that there should be humane conditions for employees in their workplaces. While the Decent Work Act 2015 provides the specific regulation of working hours.

What is the maximum number of working hours per week (including overtime and normal working hours)?

The general working hours shall be 8 hours in any one day or 48 hours in any one week; an employer shall not cause or require an employee to work longer than the ordinary hours of work. Employers may require employees to work up to 5 hours of overtime per week, in addition to the ordinary 48 hours. In this case, the maximum working hours, inclusive of overtime, are 53 hours per week.

If a collective agreement provides for the averaging of normal and overtime hours over up to four months, an employee may not be required or permitted to work more than an average of 53 ordinary hours and 5 hours of overtime per week over the agreed period.

Does the law require that the total working hours, including overtime, don't exceed 56 hours per week?

The law requires that the total working hours, including overtime, do not generally exceed 53 hours per week.

Sources: §8 and 21 of the Constitution of the Republic of Liberia 1986; §17.1, 17.2, 17.3 of the Decent Work Act, 2015

13/13 TRADE UNION

Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Liberia has ratified both Conventions 87 & 98.

Summary of Provisions under ILO Instruments

Freedom of association means the freedom to join a trade union. This is part of the fundamental human rights. Employees may not be disadvantaged when they are active in the trade union outside of working hours. The list of exclusions for sectors of economic activity and workers in an organisation should be short.

Trade unions are entitled to negotiate with employers on terms of employment without hindrance. The freedom of a trade union to negotiate with employers to try to conclude collective agreements is protected. (The ILO has a special procedure for handling complaints from unions about violations of this principle.)

Workers have the right to strike to defend their social and economic interests. This right is incidental and corollary to the right to organize provided in ILO Convention 87.

Regulations on trade unions:

- Constitution of Liberia, 1986
- The Decent Work Act, 2015.

Freedom to Join and Form a Union

What is the relevant legislation on the freedom to join and form unions?

The relevant legislation includes; the Constitution of Liberia and the Decent Work Act 2015. A trade union is an association of workers that promotes and protects their economic and social interests, including regulating relations with employers.

Does the Constitution provide for the right to form and join unions?

According to the Liberian Constitution, all individuals have the right to assemble, associate, and join or refuse membership in trade unions and other organizations.

Does the law (Labour Code, special law, Constitution) allow workers to form unions/associations?

The Decent Work Act guarantees workers the right to form, join, and participate in trade unions without interference or discrimination.

No one can force a worker to avoid or forgo union membership or prevent them from exercising their rights.

It is unlawful to threaten, penalize, or discriminate against a worker for union activities, lawful participation, or refusing unlawful tasks. These provisions safeguard workers' freedom of association and protect them from retaliation.

Is the right to join and form a union provided for the private sector?

No legal restrictions could be located regarding the right to form union and forming a union in the private sector.

Sources: §17 of the Constitution of the Republic of Liberia 1986; §1.4, 2.6, 2.11, 2.12 of the Decent Work Act, 2015

Freedom of Collective Bargaining

What is the relevant legislation on the right to bargain collectively?

The Decent Work Act 2015 provides for the right of collective bargaining for workers.

Does the Constitution and/or Labour Code provide for the right to bargain collectively?

The Decent Work Act provides the right to bargain collectively.

Is the right to collective bargaining provided for the private sector?

The registered trade unions which represent the majority of employees in bargaining units act as exclusive bargaining agents to negotiate a collective agreement on mutual interests.

What issues are discussed under collective bargaining? What are the contents of collective bargaining?

A collective agreement is a written agreement concerning the terms and conditions of employment or any other matter of mutual interest concluded by one or more registered trade unions, on the one hand, and one or more employers, one or

more registered employers' organizations, or one or more employers and one or more registered employers' organizations.

As per the Decent Work Act, a collective agreement must:

- not conflict with the Act or the Constitution
- include an arbitration procedure for disputes about its interpretation, application, and enforcement
- indicate its minimum duration, which should range between 12 and 36 months

The typical issues covered under collective bargaining are wages and remuneration, working hours and overtime, leave entitlements, employment security and termination, health and safety, disciplinary procedures and grievance handling, and trade union rights and facilities.

Who can represent workers in collective Bargaining?

A registered trade union in Liberia can seek exclusive bargaining agent status by submitting a formal request to the employer or employers' organization. The employer must respond within 30 days; failure to respond allows the union to involve the Ministry.

The Ministry oversees the process, and if necessary, evidence of majority representation is verified. Disputes are resolved through the Ministry procedures. If the union's majority is confirmed, the Ministry declares it the exclusive bargaining agent. If a recognized union loses majority, the employer can withdraw recognition after notifying the union to regain majority in three months. A recognized union must represent all employees within the unit,

irrespective of their union membership, as per its duties.

The labour inspectorate is responsible for ensuring the enforcement of collective agreements.

What is the process of collective bargaining?

Parties in a dispute must engage in good faith bargaining to reach a collective agreement, involving face-to-face meetings, honest communication, and dedication of sufficient resources. The Minister, with advice from the National Tripartite Council, may provide practical guidance through a code of good practice. The agreement is then sent to the Ministry, and the Ministry can refuse to register an agreement within 30 days if it violates fundamental rights, lacks an arbitration procedure, or lacks a specified minimum duration (12 to 36 months).

In case of refusal, parties are notified, and revisions are negotiated, constituting a dispute of interest. The Minister can establish a model dispute resolution procedure for collective agreements.

A collective agreement must outline the arbitration process, including specifying arbitrators or selection procedures. If the agreement grants arbitration powers to the Ministry, the agreed-upon procedure applies. If the agreement meets specific criteria, the Minister can extend the collective agreement for a fixed period to the relevant non-parties.

Can any organization, stating they represent workers, enter into collective bargaining?

Only the most representative organization or organizations of workers, as recognized for participation in the National Tripartite Council, can nominate members and engage in collective bargaining. Not any organization claiming to represent workers may enter into collective bargaining.

Does the law provide an institutionalized tripartite council concerning social and economic policy?

A National Tripartite Council is established which consists of three representatives of government, appointed by the Minister, three persons nominated by the most representative organization or organizations of employers and three persons nominated by the most representative organization or organizations of workers.

It is the function of National Tripartite Council to advise the Minister on employment and labour market issues, including: labour laws; international labour standards; collective bargaining; industrial relations; occupational safety and health; collection and compilation of information and statistics relating to the administration of Decent Work Act; policies and guidelines on dispute prevention and resolution; prevention and reduction of unemployment, including the development and implementation of national policy on employment and etc.

The National Tripartite Council has the right to consult with interest groups representing labour market participants or potential participants on matters of economic and social importance.

Sources: §1.4, 2.6, 4.2, 8.2, 37.1, 39 of the Decent Work Act, 2015

Right to Strike

What is the relevant legislation on the right to strike?

The right to strike is regulated by the Decent Work Act.

Does the Constitution and/or Labour Code provide for the right to strike? Does the law (Labour Code, special law, Constitution) provide for the right to strike?

No provision could be located in the Constitution of Liberia regarding strikes. The Decent Work Act permits strikes and lockouts.

Under what conditions can a strike be initiated? What is the level of restrictions placed on the right to strike? Are striking workers replaced?

The Decent Work Act permits strikes and lockouts under orderly conditions, requiring the dispute to be referred to the Ministry for conciliation, attendance at conciliation meetings, a 30-day unresolved period, and a 48-hour notice before action.

A strike is a total or partial stoppage of work by employees to pressure an employer or organization into accepting, modifying, or abandoning a demand in a dispute of interest. Strikes are prohibited if the dispute is subject to arbitration, a court order, or involves essential services.

Employers cannot replace lawful strikers, nor can they force non-striking employees to take over their duties unless necessary

for safety. Strikers have the right to resume work within three days. Essential services are designated by the President based on recommendations from the National Tripartite Council, with related disputes handled through legal procedures. Urgent injunctions against strikes require prior notice and a fair hearing.

Is the right to strike provided for the private sector?

No legal restrictions could be located regarding the right to strike in the private sector.

Sources: §1.4, 2.6, 38.1, 41.1-41.6 of the Decent Work Act, 2015

QUESTIONNAIRE

The text in this document was last updated in July 2025. For the most recent and updated text on Employment & Labour Legislation in Liberia, please refer to: <https://mywage.org/liberia/>

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Check

DecentWorkCheck Algeria is a product of WageIndicator.org
and mywage.org/liberia



National Regulation exists



National Regulation does not exist

01/13 Work & Wages

	NR	Yes	No
1. I earn at least the minimum wage announced by the Government		<input type="checkbox"/>	<input type="checkbox"/>
2. I get my pay on a regular basis. (daily, weekly, fortnightly, monthly)		<input type="checkbox"/>	<input type="checkbox"/>

02/13 Compensation

3. Whenever I work overtime, I always get compensation <i>(Overtime rate is fixed at a higher rate)</i>		<input type="checkbox"/>	<input type="checkbox"/>
4. Whenever I work at night, I get higher compensation for night work		<input type="checkbox"/>	<input type="checkbox"/>
5. I get compensatory holiday when I have to work on a public holiday or weekly rest day		<input type="checkbox"/>	<input type="checkbox"/>
6. Whenever I work on a weekly rest day or public holiday, I get due compensation for it		<input type="checkbox"/>	<input type="checkbox"/>

03/13 Annual Leave & Holidays

7. How many weeks of paid annual leave are you entitled to?*		<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 3 <input type="checkbox"/> 4+
8. I get paid during public (national and religious) holidays		<input type="checkbox"/>	<input type="checkbox"/>
9. I get a weekly rest period of at least one day (i.e. 24 hours) in a week		<input type="checkbox"/>	<input type="checkbox"/>

04/13 Employment Security

10. I was provided a written statement of particulars at the start of my employment		<input type="checkbox"/>	<input type="checkbox"/>
11. My employer does not hire workers on fixed terms contracts for tasks of permanent nature <i>Please tick "NO" if your employer hires contract workers for permanent tasks</i>		<input type="checkbox"/>	<input type="checkbox"/>
12. My probation period is only 06 months		<input type="checkbox"/>	<input type="checkbox"/>
13. My employer gives due notice before terminating my employment contract (or pays in lieu of notice)		<input type="checkbox"/>	<input type="checkbox"/>
14. My employer offers severance pay in case of termination of employment <i>Severance pay is provided under the law. It is dependent on wages of an employee and length of service</i>		<input type="checkbox"/>	<input type="checkbox"/>

05/13 Family Responsibilities





15. My employer provides paid paternity leave <i>This leave is for new fathers/partners and is given at the time of child birth</i>		<input type="checkbox"/>	<input type="checkbox"/>
16. My employer provides (paid or unpaid) parental leave <i>This leave is provided once maternity and paternity leaves have been exhausted. Can be taken by either parent or both the parents consecutively.</i>		<input type="checkbox"/>	<input type="checkbox"/>
17. My work schedule is flexible enough to combine work with family responsibilities <i>Through part-time work or other flex time options</i>		<input type="checkbox"/>	<input type="checkbox"/>

06/13 Maternity & Work





18. I get free ante and post natal medical care		<input type="checkbox"/>	<input type="checkbox"/>
19. During pregnancy, I am exempted from nightshifts (night work) or hazardous work		<input type="checkbox"/>	<input type="checkbox"/>
20. My maternity leave lasts at least 14 weeks		<input type="checkbox"/>	<input type="checkbox"/>

* On question 7, only 3 or 4 working weeks is equivalent to 1 "YES".





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- | | | | | |
|-----|---|---|--------------------------|--------------------------|
| 21. | During my maternity leave, I get at least 2/3rd of my former salary |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. | I am protected from dismissal during the period of pregnancy
<i>Workers can still be dismissed for reasons not related to pregnancy like conduct or capacity</i> |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 23. | I have the right to get same/similar job when I return from maternity leave |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 24. | My employer allows nursing breaks, during working hours, to feed my child |  | <input type="checkbox"/> | <input type="checkbox"/> |





07/13 Health & Safety

- | | | | | |
|-----|--|---|--------------------------|--------------------------|
| 25. | My employer makes sure my workplace is safe and healthy |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 26. | My employer provides protective equipment, including protective clothing, free of cost |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 27. | My employer provides adequate health and safety training and ensures that workers know the health hazards and different emergency exits in the case of an accident |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 28. | My workplace is visited by the labour inspector at least once a year to check compliance of labour laws at my workplace |  | <input type="checkbox"/> | <input type="checkbox"/> |









08/13 Sick Leave & Employment Injury Benefits

- | | | | | |
|-----|---|---|--------------------------|--------------------------|
| 29. | My employer provides paid sick leave and I get at least 45% of my wage during the first 6 months of illness |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 30. | I have access to free medical care during my sickness and work injury |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 31. | My employment is secure during the first 6 months of my illness |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 32. | I get adequate compensation in the case of an occupational accident/work injury or occupational disease |  | <input type="checkbox"/> | <input type="checkbox"/> |













09/13 Social Security

- | | | | | |
|-----|---|---|--------------------------|--------------------------|
| 33. | I am entitled to a pension when I turn 60 |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 34. | When I, as a worker, die, my next of kin/survivors get some benefit |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 35. | I get unemployment benefit in case I lose my job |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 36. | I have access to invalidity benefit in case I am unable to earn due to a nonoccupational sickness, injury or accident |  | <input type="checkbox"/> | <input type="checkbox"/> |



10/13 Fair Treatment

- | | | | | |
|-----|--|---|--------------------------|--------------------------|
| 37. | My employer ensure equal pay for equal/similar work (work of equal value) without any discrimination |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 38. | My employer take strict action against sexual harassment at workplace |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 39. | I am treated equally in employment opportunities (appointment,promotion, training and transfer) without discrimination on the basis of:* |  | <input type="checkbox"/> | <input type="checkbox"/> |
| | Sex/Gender |  | <input type="checkbox"/> | <input type="checkbox"/> |
| | Race |  | <input type="checkbox"/> | <input type="checkbox"/> |
| | Colour |  | <input type="checkbox"/> | <input type="checkbox"/> |
| | Religion |  | <input type="checkbox"/> | <input type="checkbox"/> |
| | Political Opinion |  | <input type="checkbox"/> | <input type="checkbox"/> |




* For a composite positive score on question 39, you must have answered "yes" to at least 9 of the choices.

	Nationality/Place of Birth		<input type="checkbox"/>	<input type="checkbox"/>
	Social Origin/Caste		<input type="checkbox"/>	<input type="checkbox"/>
	Family responsibilities/family status		<input type="checkbox"/>	<input type="checkbox"/>
	Age		<input type="checkbox"/>	<input type="checkbox"/>
	Disability/HIV-AIDS		<input type="checkbox"/>	<input type="checkbox"/>
	Trade union membership and related activities		<input type="checkbox"/>	<input type="checkbox"/>
	Language		<input type="checkbox"/>	<input type="checkbox"/>
	Sexual Orientation (homosexual, bisexual or heterosexual orientation)		<input type="checkbox"/>	<input type="checkbox"/>
	Marital Status		<input type="checkbox"/>	<input type="checkbox"/>
	Physical Appearance		<input type="checkbox"/>	<input type="checkbox"/>
	Pregnancy/Maternity		<input type="checkbox"/>	<input type="checkbox"/>
40	I, as a woman, can work in the same industries as men and have the freedom to choose my profession		<input type="checkbox"/>	<input type="checkbox"/>





11/13 Minors & Youth

41.	In my workplace, children under 15 are forbidden		<input type="checkbox"/>	<input type="checkbox"/>
42.	In my workplace, children under 18 are forbidden for hazardous work		<input type="checkbox"/>	<input type="checkbox"/>

12/13 Forced Labour

43.	I have the right to terminate employment at will or after serving a notice		<input type="checkbox"/>	<input type="checkbox"/>
44.	My employer keeps my workplace free of forced or bonded labour		<input type="checkbox"/>	<input type="checkbox"/>
45.	My total hours of work, inclusive of overtime, do not exceed 56 hours per week		<input type="checkbox"/>	<input type="checkbox"/>

13/13 Trade Union Rights

46.	I have a labour union at my workplace		<input type="checkbox"/>	<input type="checkbox"/>
47.	I have the right to join a union at my workplace		<input type="checkbox"/>	<input type="checkbox"/>
48.	My employer allows collective bargaining at my workplace		<input type="checkbox"/>	<input type="checkbox"/>
49.	I can defend, with my colleagues, our social and economic interests through "strike" without any fear of discrimination		<input type="checkbox"/>	<input type="checkbox"/>

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Results

Your personal score tells how much your employer lives up to national legal standards regarding work. To calculate your DecentWorkCheck, you must accumulate 1 point for each YES answer marked. Then compare it with the values in Table below:



is your amount of "YES" accumulated.

Liberia scored 39 times "YES" on 49 questions related to International Labour Standards

If your score is between 1 - 18

This score is unbelievable! Does your employer know we live in the 21st century? Ask for your rights. If there is a union active in your company or branch of industry, join it and appeal for help.

If your score is between 19 - 38

As you can see, there is ample room for improvement. But please don't tackle all these issues at once. Start where it hurts most. In the meantime, notify your union or WageIndicator about your situation, so they may help to improve it. When sending an email to us, please be specific about your complaint and if possible name your employer as well. Also, try and find out if your company officially adheres to a code known as Corporate Social Responsibility. If they do, they should live up to at least ILO standards. If they don't adhere to such a code yet, they should. Many companies do by now. You may bring this up.

If your score is between 39 - 49

You're pretty much out of the danger zone. Your employer adheres to most of the existing labour laws and regulations. But there is always room for improvement. So next time you talk to management about your work conditions, prepare well and consult this DecentWorkCheck as a checklist.