

				1	2	3	4
		Global DecentWorkCheck Review - 2013 - WageIndicator Foundation - office@Wageindicator.org		Legend: A = < 40 hours B= 40-44 hours , C = 45-48 , D = >48 hours Z = Insufficient Data	Legend A: 151-200%, B: 126-150%; C:100-125% ; E: No Premium for Overtime Work - Z: Insufficient Data (Beyond 48 hours rates to be taken)	Legend A: 121-150%, B: 111-120%; C:100-110% ; E: No Premium for Night Work Z: Insufficient Data	Legend A: More than 3 Working Weeks B: 3 Working Weeks C: Less than 3 working weeks E: No Provision Z: Insufficient Data
					Note: Overtime Rate is for daytime overtime work. When there is more than one rate, we take what is above 48 hours.		Note: Paid annual leave for a worker with 5 years of service
	Group	Country	MinWage 2013 (average number in EURO)	General Working Hours	Overtime Rates	Premium for Night Work	Paid Annual Leave
1	Europe	Austria	N/A	B	B	B	A
1	Europe	Belarus	122	B	A	B	A
1	Europe	Belgium	1502	A	B	C	A
1	Europe	Bulgaria	159	B	B	C	A
1	Europe	Czech Republic	308	B	C	C	A
1	Europe	Denmark	N/A	A	E	E	A
1	Europe	Finland	N/A	B	A	C	A
1	Europe	France	1430	A	B	E	A
1	Europe	Hungary	333	B	B	A	A
1	Europe	Ireland	1462	C	E	E	A
1	Europe	Italy	N/A	B	C	B	A
1	Europe	Kazakhstan	95	B	B	A	A
1	Europe	Netherlands	1478	A	E	E	A
1	Europe	Poland	370	B	B	B	A
1	Europe	Portugal	485	B	E	A	A
1	Europe	Romania	169	B	A	A	A
1	Europe	Russia	122	B	A	B	A
1	Europe	Slovakia	328	B	C	B	A
1	Europe	Spain	753	B	Z	A	A
1	Europe	Sweden	N/A	B	Z	E	A
1	Europe	Ukraine	108	B	A	B	A
1	Europe	United Kingdom	1254	C	E	E	A
3	Asia	Australia	1894	A	A	B	A

3	Asia	Cambodia	80	C	B	A	A
3	Asia	China	133	B	B	A	C
3	Asia	India	72	C	A	E	C
3	Asia	Indonesia	101	B	A	E	C
3	Asia	Pakistan	78	C	A	E	C
3	Asia	South Korea	581	B	B	A	A
3	Asia	Sri Lanka	55	C	B	E	C
3	Asia	Vietnam	69	C	B	A	C
4	America's	Argentina	475	C	B	B	C
4	America's	Brazil	238	B	B	B	A
4	America's	Chile	318	C	B	E	B
4	America's	Colombia	235	C	C	A	B
4	America's	Costa Rica	427	C	B	E	C
4	America's	El Salvador	115	B	A	A	C
4	America's	Guatemala	191	C	B	E	B
4	America's	Honduras	259	B	C	A	A
4	America's	Mexico	139	C	A	E	C
4	America's	Paraguay	286	C	B	A	B
4	America's	Peru	211	C	C	A	A
4	America's	United States	892	B	B	E	E
5	Africa	Egypt	78	C	B	E	B
5	Africa	Ghana	43	B	B	E	B
5	Africa	Kenya	125	C	B	E	B
5	Africa	Mozambique	97	C	B	A	A
5	Africa	Senegal	55	B	C	A	A
5	Africa	South Africa	212	C	B	E	B
5	Africa	Tanzania	100	C	B	C	A
5	Africa	Zambia	104	C	B	C	A
5	Africa	Uganda	N/A	C	B	E	B
5	Africa	Zimbabwe	191	B	B	B	A
				5	6	7	8
				Legend A: Less than 3 months, B: 3-6 months; C: More than 6 months; E: No Provision; Z: Insufficient Data	Legend A: > 4 weeks, B: 3-4 weeks; C: 1-2.9 weeks; E: No Provision; Z: Insufficient Data	Legend A: 52 weeks or more, B: 26-51 weeks; C: 14-25 weeks; D: 1-13 weeks E: No provision for Paid Maternity Leave Z: Insufficient Data	Legend A: Paid by the Government, B: Paid by the Government and Employer; C: Paid by the Employer E: No Provision for Paid Leave Z: Insufficient Data

				Note: Maximum probation period for workers/supervisors and similar workers, paid monthly. Permanent workers considered (Fixed term contract workers and managers excluded)	Note: Notice Period is for workers (Managers and executive staff excluded) who have been employed for 5 years or more		
				<b>Probation Period</b>	<b>Contract Termination Notice Period</b>	<b>Maternity Leave</b>	<b>Maternity Leave Payment</b>
	Group	Country					
1	Europe	Austria		A	A	C	A
1	Europe	Belarus		B	A	C	A
1	Europe	Belgium		C	B	C	A
1	Europe	Bulgaria		B	A	A	A
1	Europe	Czech Republic		B	A	B	A
1	Europe	Denmark		B	A	C	A
1	Europe	Finland		B	A	C	A
1	Europe	France		C	A	C	A
1	Europe	Hungary		B	A	C	A
1	Europe	Ireland		C	B	B	B
1	Europe	Italy		B	Z	C	A
1	Europe	Kazakhstan		E	A	A	C
1	Europe	Netherlands		A	A	C	A
1	Europe	Poland		B	A	C	A
1	Europe	Portugal		C	A	C	A
1	Europe	Romania		B	B	C	A
1	Europe	Russia		B	A	C	A
1	Europe	Slovakia		B	A	B	A
1	Europe	Spain		B	B	C	A
1	Europe	Sweden		B	A	C	A
1	Europe	Ukraine		B	A	C	A
1	Europe	United Kingdom		C	A	A	B
1	Asia	Australia		B	B	A	A
3	Asia	Cambodia		B	A	D	C
3	Asia	China		B	A	C	B
3	Asia	India		C	A	D	C
3	Asia	Indonesia		B	E	D	C

3	Asia	Pakistan		B	A	D	C
3	Asia	South Korea		B	A	D	B
3	Asia	Sri Lanka		C	A	D	C
3	Asia	Vietnam		A	A	B	A
4	America's	Argentina		B	A	D	A
4	America's	Brazil		B	A	C	A
4	America's	Chile		E	A	C	A
4	America's	Colombia		A	C	C	A
4	America's	Costa Rica		B	A	C	B
4	America's	El Salvador		A	C	D	B
4	America's	Guatemala		A	A	D	B
4	America's	Honduras		A	A	D	B
4	America's	Mexico		E	E	D	A
4	America's	Paraguay		B	A	D	A
4	America's	Peru		B	A	D	A
4	America's	United States		E	E	E	E
5	Africa	Egypt		B	A	D	B
5	Africa	Ghana		Z	A	D	C
5	Africa	Kenya		B	B	D	C
5	Africa	Mozambique		B	A	D	A
5	Africa	Senegal		A	A	C	A
5	Africa	South Africa		E	B	C	A
5	Africa	Tanzania		B	B	D	C
5	Africa	Zambia		E	A	D	C
5	Africa	Uganda		B	A	D	C
5	Africa	Zimbabwe		B	A	C	C
				9	10	11	12
				Legend A: 14 weeks or more; B: 4-13 weeks; C: 1-3 weeks; D: Less than One Week; E: No provision for Paternity Leave; Z: Insufficient Data	Legend A: More than 1 hour, B:One Hour; C: Less than One Hour; E: No Provision; Z: Insufficient Data	Legend A: More than 12 months, B: 12 months; C: 6-11.9 months; D: 1-5.9 months; E: No Provision; Z: Insufficient Data	Legend A: Government Unemployment Benefits for all, B: Government Unemployment Benefits (self employed excluded); C: Severance Pay Only; E: No Provision; Z: Insufficient Data
	Group	Country		<b>Paternity Leave</b>	<b>Breastfeeding Breaks</b>		<b>Unemployment Benefits</b>

1	Europe	Austria		E	A	A	A
1	Europe	Belarus		E	B	A	A
1	Europe	Belgium		C	B	C	B
1	Europe	Bulgaria		C	A	C	B
1	Europe	Czech Republic		E	B	B	A
1	Europe	Denmark		C	E	E	A
1	Europe	Finland		C	E	E	A
1	Europe	France		C	B	B	B
1	Europe	Hungary		C	A	C	A
1	Europe	Ireland		E	B	C	B
1	Europe	Italy		D	A	B	B
1	Europe	Kazakhstan		C	C	A	A
1	Europe	Netherlands		D	A	C	B
1	Europe	Poland		C	B	A	B
1	Europe	Portugal		C	A	B	B
1	Europe	Romania		C	A	B	A
1	Europe	Russia		E	B	A	A
1	Europe	Slovakia		A	B	C	A
1	Europe	Spain		C	B	C	A
1	Europe	Sweden		C	A	A	A
1	Europe	Ukraine		E	B	A	A
1	Europe	United Kingdom		C	E	E	A
1	Asia	Australia		A	E	E	A
3	Asia	Cambodia		C	B	B	C
3	Asia	China		E	B	B	B
3	Asia	India		E	B	A	B
3	Asia	Indonesia		D	Z	C	C
3	Asia	Pakistan		E	E	E	C
3	Asia	South Korea		D	B	B	A
3	Asia	Sri Lanka		E	B	B	C
3	Asia	Vietnam		E	B	B	B
4	America's	Argentina		D	B	B	B
4	America's	Brazil		D	B	C	B
4	America's	Chile		C	B	A	B
4	America's	Colombia		C	B	C	C
4	America's	Costa Rica		E	B	A	C
4	America's	El Salvador		E	B	A	C
4	America's	Guatemala		D	B	B	C
4	America's	Honduras		E	B	C	C
4	America's	Mexico		C	B	A	C
4	America's	Paraguay		D	B	A	C
4	America's	Peru		D	B	B	C

4	America's	United States		B	B	B	A
5	Africa	Egypt		B	B	A	B
5	Africa	Ghana		E	B	B	C
5	Africa	Kenya		C	E	E	C
5	Africa	Mozambique		D	B	B	C
5	Africa	Senegal		E	B	A	C
5	Africa	South Africa		D	B	C	B
5	Africa	Tanzania		D	A	A	C
5	Africa	Zambia		C	E	E	C
5	Africa	Uganda		D	E	E	C
5	Africa	Zimbabwe		E	B	C	C
				13	14	15	16
				Legend A: Guaranteed Under Consitution and Labour Code, B: Provided under either Constitution, Labour Code or special law; E: No Provision; Z: Insufficient Data	Legend A: Prohibited under the Constitution or Labour Code or Other Law with Proper Punishments, B: General Prohibition; E: No Provision; Z: Insufficient Data	Legend A: 16-18 years B:15 years; C: 14 years; D:12-13 years; E:No minimum age; Z: Insufficient Data	Legend A: 18 years B:16-17 years; C: 15 years; D:14 years; E:No minimum age for hazardous work; Z: Insufficient Data
				<b>Equal Pay for Equal Work</b>	<b>Sexual Harassment</b>	<b>Child Work</b>	
1	Europe	Austria		B	A	B	A
1	Europe	Belarus		B	Z	A	A
1	Europe	Belgium		B	A	B	A
1	Europe	Bulgaria			A	A	A
1	Europe	Czech Republic		B	B	B	A
1	Europe	Denmark		B	A	B	A
1	Europe	Finland		B	A	A	A
1	Europe	France		B	B	A	A
1	Europe	Hungary		A	A	A	A
1	Europe	Ireland		B	B	A	A
1	Europe	Italy		A	B	B	A
1	Europe	Kazakhstan		A	B	A	A
1	Europe	Netherlands		B	B	A	A
1	Europe	Poland		A	A	A	A
1	Europe	Portugal		B	A	A	B
1	Europe	Romania		A	A	A	A
1	Europe	Russia		A	A	A	A

1	Europe	Slovakia		B	B	B	A
1	Europe	Spain		A	A	A	A
1	Europe	Sweden		B	B	A	A
1	Europe	Ukraine		A	A	A	A
1	Europe	United Kingdom		B	A	A	A
1	Asia	Australia		B	B	E	E
3	Asia	Cambodia		A	A	B	A
3	Asia	China		A	B	A	A
3	Asia	India		A	A	C	D
3	Asia	Indonesia		B	E	B	A
3	Asia	Pakistan		B	A	C	D
3	Asia	South Korea		B	A	B	A
3	Asia	Sri Lanka		E	A	C	A
3	Asia	Vietnam		A	B	B	A
4	America	Argentina		A	A	A	A
4	America's	Brazil		A	A	A	A
4	America's	Chile		B	A	A	A
4	America's	Colombia		A	A	B	A
4	America's	Costa Rica		A	A	B	A
4	America's	El Salvador		A	A	C	A
4	America's	Guatemala		A	E	C	B
4	America's	Honduras		A	A	C	A
4	America's	Mexico		A	A	C	B
4	America's	Paraguay		A	A	B	A
4	America's	Peru		B	B	C	A
4	America's	United States		B	A	A	A
5	Africa	Egypt		B	A	A	A
5	Africa	Ghana		A	B	B	A
5	Africa	Kenya		B	A	A	A
5	Africa	Mozambique		A	A	B	A
5	Africa	Senegal		B	A	B	A
5	Africa	South Africa		E	B	B	A
5	Africa	Tanzania		B	A	C	A
5	Africa	Zambia		E	A	B	A
5	Africa	Uganda		A	A	C	A
5	Africa	Zimbabwe		A	A	B	A