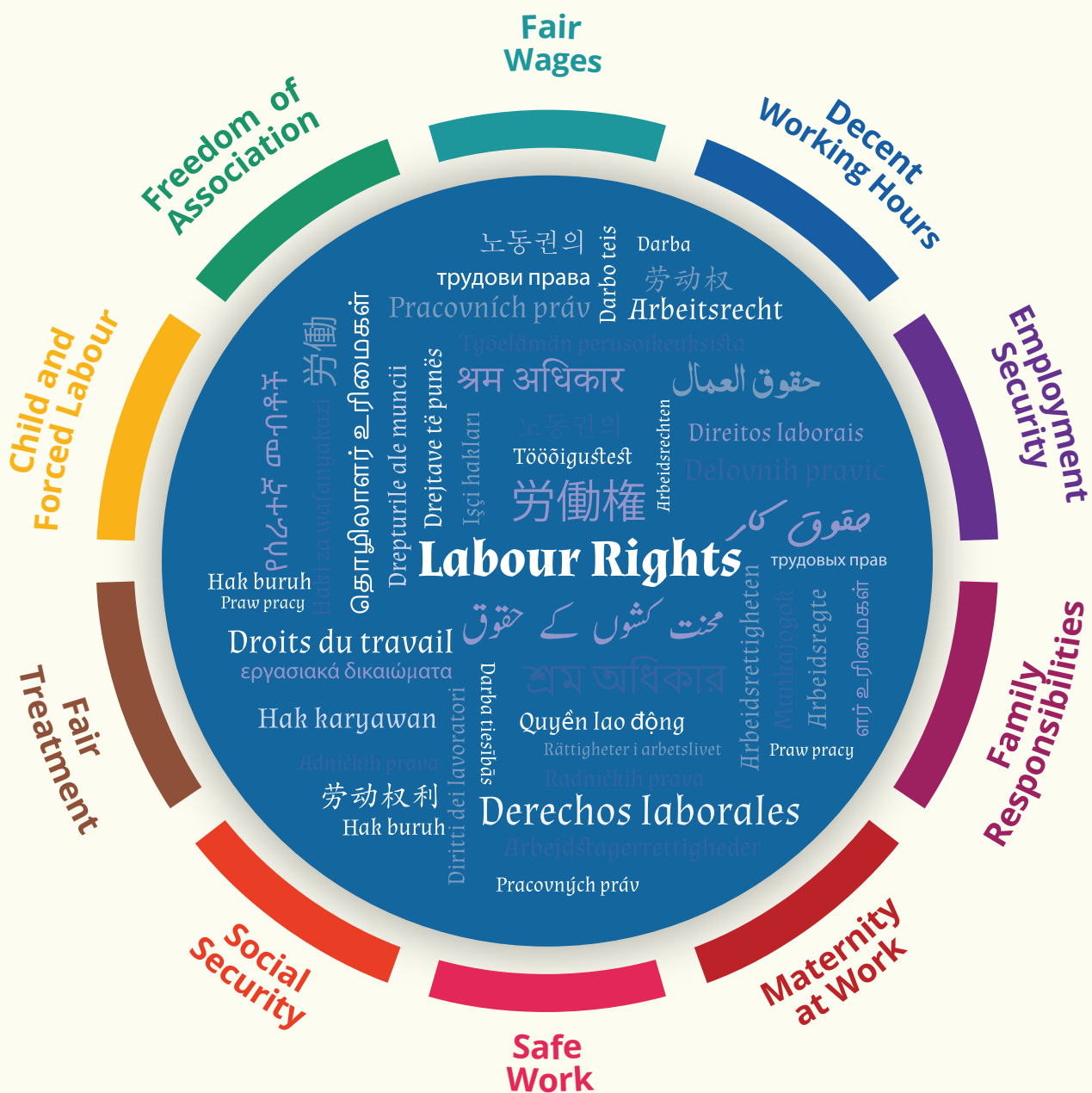


LABOUR RIGHTS INDEX | 2024



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WageIndicator Foundation is an independent non-profit organisation. It develops, operates and owns national WageIndicator websites with labour-related content, using data from its WageIndicator Salary and Working Conditions Survey, Minimum Wages Database, Collective Agreement Database, Salary Checks and Calculations, Decent Work Checks and related Labour Law Database, and Cost of Living Survey and resulting Living Wages Database.

The mission of WageIndicator is to promote labour market transparency for the benefit of all employers, employees and workers worldwide by sharing and comparing information on wages, labour law and careers. WageIndicator does so by making this information freely available on national WageIndicator websites in the national language(s). WageIndicator now has operations in 208 countries.

Centre for Labour Research - www.clr.org.pk

Centre for Labour Research, a non-profit organisation registered in Pakistan under section 42 of the Companies Act 2017, works on comparative labour issues. Besides its advisory work with the federal and provincial governments in Pakistan, the Centre is the WageIndicator Global Labour Law Office. The Centre creates the Decent Work Checks and maintains the WageIndicator Labour Law Database and WageIndicator Minimum Wages Database.

Bibliographical Information

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For queries and feedback, please write to us at **office@wageindicator.org**

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Disclaimer 2: The Labour Rights Index is based on comprehensive research by WageIndicator Foundation and the Centre for Labour Research. Every humanly possible effort has been made to refer to the correct legal source and score a country accordingly. However, there might be cases where scoring does not reflect the actual legislation. This could be either because we could not locate such legislation or there was a mistake in scoring. If you find such a case, please write to us at: office@wageindicator.org.

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Acknowledgements

The WageIndicator Foundation and the Centre for Labour Research co-produced the first edition of the Labour Rights Index in 2020. The second edition was released in October 2022, and it included 135 countries. This is the third edition of the Labour Rights Index, covering 145 countries.

WageIndicator Foundation (Amsterdam), established in 2001, collects, compares and shares labour market information through online and offline surveys and research. Its national websites serve as always up-to-date online libraries featuring (living) wage information, labour law and career advice, for employees, employers and social partners. In this way, WageIndicator is a life changer for millions of people around the world. The WageIndicator works towards increased transparency in labour markets by providing access to minimum wages, living wages, and labour rights information.

The Centre for Labour Research, an independent non-profit registered in Pakistan, has a niche speciality in comparative labour research. Other than advising the federal and provincial government in Pakistan on labour issues, the Centre is the WageIndicator's global Labour Law Office and maintains the Labour Law Database and Minimum Wages Database.

As explained in the first version, the Labour Rights Index is the culmination of more than 15 years of comparative labour law work by Iftikhar Ahmad, who has spearheaded this report. The work has benefited from valuable inputs from the WageIndicator Foundation.

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The scoring for country profiles under different indicators, though essentially hinged on the Decent Work Checks, have also been confirmed from other indices/reports, including the Women, Business and Law Database (World Bank), International Social Security Association (ISSA) Country Profiles, various ILO databases, the US Department of State's Country Reports on Human Rights Practices (USDOS CRHRP), the US ILAB Findings on the Worst Forms of Child Labour, the ITUC Global Rights Index and the Centre for Global Workers' Rights. Our special thanks and appreciation go to the International Labour Organization, whose instruments (conventions and recommendations) are part of our scoring methodology: the country scoring has been based on these instruments as much as possible. The comments and observations of the ILO supervisory body, the Committee of Experts on Application of Conventions and Recommendations (CEACR) were considered while scoring the indicator on Freedom of Association. Similarly, the US Department of State's Country Reports on Human Rights Practices have also been used to score freedom of Association questions.

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The Index, heat map, and country profiles are available at: <https://labourrightsindex.org>.

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Foreword

With a great deal of pride, we at the WageIndicator Foundation are excited to launch the third edition of the Labour Rights Index in 2024. The Labour Rights Index is unique in its ambition and scope, now scoring labour laws in 145 countries relative to the Decent Work Agenda of the International Labour Organisation.

Though an invaluable source of knowledge, the Labour Rights Index's impact goes further - it forms the basis of WageIndicator's DecentWorkCheck survey. We use this survey to assess compliance with and awareness of labour laws in garment factories, flower farms, and factories in Indonesia, Bangladesh, Ethiopia, Uganda and Kenya. These survey findings have helped trade unions negotiate improved wages, safety standards, working hours and more for their workers, showing that the Index can tangibly benefit workers and create fairer workplaces world-over.

This latest edition of the Labour Rights Index also comes at an important moment. Since we launched the second edition in October 2022, several countries have changed labour laws to benefit workers.

West Asian countries have reformed the Kafala system that came under scrutiny in the wake of the 2022 FIFA World Cup, and we see changes in national labour law after the EU passed the Directive on Transparent and Predictable Working Conditions. Gender equality has been a prominent theme in reforms since 2020, with 16 countries passing reforms to enable equal access for women to the same jobs as men, 14 improving paternity leave, and 4 improving maternity leave provisions, just to name a few.

All of these developments point to an important and positive pattern - contrary to beliefs that globalised supply chains would lead manufacturing nations to weaken labour laws to attract investment, there is no race to the bottom in this domain. Instead, there seems to be a collective recognition that fair and equal workplaces are the foundation of stable societies and supply chains. Though there is still a long way to go in seeing these ambitions become reality both in letter and spirit, there are positive signs that we are on the right trajectory.

We hope that this 2024 edition of the Labour Rights Index can contribute to this cause, and provide you with the information you need for your work, your research, your advocacy campaign, your policy paper, or simply broadening your understanding of labour laws in a comparative perspective.

Happy Decent Work Day!

Fiona Dragstra
Director WageIndicator Foundation

Section 1

INSIGHTS

Key Findings

74% overall average score across the globe

MOST REFORMS WORLDWIDE

Paternity Leave: 9 reforms

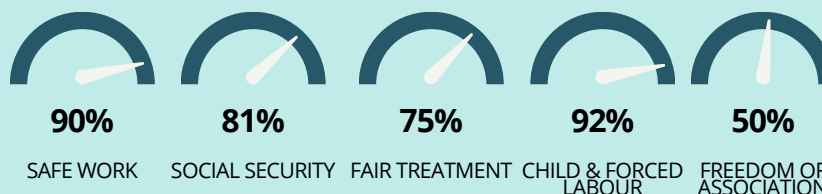
Flexible Work Arrangements 5: reforms

Prohibiting Sexual Harassment: 5 reforms

Paid Maternity Leave: 4 reforms

Prohibition on Pregnancy Inquiry: 3 reforms

AVERAGE SCORE FOR EACH INDICATOR



CHANGES IN SCORES (2022 → 2024)

Highest Increase in Scores

OMAN	+25.5
MALAYSIA	+10.5
ANGOLA	+10
AUSTRALIA	+10
UNITED ARAB EMIRATES	+8.5
UZBEKISTAN	+8.5
BANGLADESH	+8
GAMBIA	+8

Highest Decrease in Scores

NEPAL	-7.5
BURKINA FASO	-3
BOTSWANA	-2.5
CHAD	-2.5
IRAQ	-2.5
KYRGYZ REPUBLIC	-2.5
MOROCCO	-2.5
PHILIPPINES	-2.5

NEW LEGISLATIONS

Angola General Labour Law (No. 12/23 of 27 December 2023)
Gambia Labour Act, 2023
Indonesia Job Creation Law (Law No. 6/2023)
Mozambique Labour Law, 2023 (No. 13/2023)
Oman Labour Law (Royal Decree No. 53/2023)
Niger Interprofessional Collective Agreement, 2022
United Arab Emirates Federal Decree-Law No. (33) of 2021
Uzbekistan Labour Code, 2022

MOST VIOLATED RIGHTS

Freedom of Association



Family Responsibilities



Employment Security



The Labour Rights Index has included

10

more countries since 2022.

MOST COMPLIED RIGHTS

Child and Forced Labour



Safe Work



Decent Working Hours



25 countries' rating **improved**:

Angola Australia Austria Azerbaijan, Bangladesh, Cabo Verde, Canada, Chile, Côte D'Ivoire, Gabon, Gambia, Honduras, Luxembourg, Malawi, Malaysia, Namibia, New Zealand, Norway, Oman, Poland, South Africa, Spain, Togo, United Arab Emirates, Uzbekistan

04 countries' rating **worsened**:

Chad, Nepal, Philippine, Türkiye

Reforms Around The World

Summaries of Reforms

Between 1 January 2022 and 1 January 2024, we recorded 99 Changes to indicator scores. There were more than 70 instances where around 30 countries introduced positive legal reforms, resulting in a change of score on a component to 1. In 20 cases, scores improved because 20 countries revised their minimum wages during the last two years (after 1 January 2022). These countries had earlier not updated their minimum wages during the period of 1 January 2020-1 January 2022.

Over the same period, we identified 8 instances where countries either introduced legislative changes or did not revise their minimum wages during the last two years, resulting in a change in their score to 0. Indonesia, the United Arab Emirates, the Kyrgyz Republic, and Mozambique were the only countries to have introduced changes in their legislation that frustrated workers' rights, thereby affecting the provision of labour rights in these countries.

Algeria

✗ **Fair Wages:** Algeria did not revise its minimum wages during the last two years.

✓ **Freedom of Association:** Algeria has removed restrictions on workers' right to form and join unions of their own choice.

Angola

✓ **Fair Wages:** Angola has updated its minimum wages during the last two years.

✓ **Employment Security:** Angola has restricted the hiring of fixed-term contract workers by limiting the length and renewals of fixed-term contracts to 60 months.

✓ **Maternity at Work:** Angola has explicitly prohibited inquiring about pregnancy during recruitment.

✓ **Maternity at Work:** Angola has extended the length of the maternity leave from 13 to 17 weeks.

Australia

✓ **Employment Security:** Australia has restricted the hiring of fixed-term contract workers by limiting the maximum length, including renewals, of fixed-term contracts to 24 months.

Azerbaijan

✓ **Fair Treatment:** Azerbaijan has removed restrictions on women's employment. The law now allows women to work in the same jobs as men.

Bangladesh

✓ **Fair Wages:** Bangladesh has updated its minimum wages during the last two years.

✓ **Social Security:** Bangladesh has introduced contributory old-age pension and contributory survivors' pension for its workers.

✓ **Fair Treatment:** Bangladesh has introduced the Suraksha scheme for self-employed by the National Pension Authority under the Universal Pension Management Act, 2023.

Benin

✓ **Fair Wages:** Benin has revised its minimum wages during the last two years.

Burkina Faso

✓ **Fair Wages:** Burkina Faso has updated its minimum wages during the last two years.

Cabo Verde

✓ **Family Responsibilities:** Cabo Verde has introduced a paid paternity leave of 11 calendar days for fathers. Earlier, it had only 2 days of paternity leave.

Cameroon

✓ **Fair Wages:** Cameroon has revised its minimum wages during the last two years.

Chile

✓ **Decent Working Hours:** Chile has restricted maximum working hours to 52 hours per week, including overtime. The general working hours have been reduced from 45 to 40 hours per week.

Congo

- ✓ **Maternity at Work:** Congo has enacted a reform that explicitly prohibits inquiring about pregnancy during recruitment.
- ✓ **Fair Treatment:** Congo now prohibits sexual harassment in employment with criminal penalties.

Costa Rica

- ✓ **Family Responsibilities:** Costa Rica has introduced a paid paternity leave of 8 calendar days for fathers.

Côte D'Ivoire

- ✓ **Fair Wages:** Côte D'Ivoire has revised its minimum wages during the last two years.

Cyprus

- ✓ **Fair Wages:** Cyprus has updated its minimum wages during the last two years.

Egypt

- ✓ **Fair Wages:** Egypt has updated its minimum wages during the last two years.

El Salvador

- ✗ **Fair Wages:** El Salvador has not revised its minimum wages during the last two years.
- ✓ **Child and Forced Labour:** El Salvador sets employment entry age equal to or higher than the compulsory schooling age. The minimum age for employment and compulsory schooling age is 16 years.

Estonia

- ✓ **Family Responsibilities:** Estonia now requires flexible work arrangements for workers with family responsibilities.

Gambia

- ✓ **Fair Wages:** Gambia mandates the regular and timely payment of wages to all workers.
- ✓ **Employment Security:** Gambia requires severance pay at the rate of more than two weeks' wages for each year of service.
- ✓ **Family Responsibilities:** Gambia has introduced paid nursing breaks of one hour per day, starting after the end of maternity leave and lasting for 18 months.
- ✓ **Maternity at Work:** Gambia implicitly prohibits inquiring about pregnancy during recruitment by introducing pregnancy as one of the prohibited grounds for discrimination.
- ✓ **Fair Treatment:** Gambia has mandated equal remuneration for work of equal value. The country also prohibits discrimination in employment matters on at least seven of the ten grounds used in the "Discrimination in Employment" component.

Guinea

- ✓ **Fair Wages:** Guinea has updated its minimum wages during the last two years.

Haiti

- ✓ **Fair Wages:** Haiti has updated its minimum wages during the last two years.

Indonesia

- ✗ **Decent Working Hours:** Indonesia allows maximum working hours, including overtime, to extend up to 58 hours per week rather than limiting these to 56 hours.
- ✓ **Fair Treatment:** Indonesia now prohibits sexual harassment in employment with criminal penalties.

Ireland

- ✓ **Family Responsibilities:** Ireland now requires flexible work arrangements for workers with family responsibilities.

Jordan

- ✓ **Fair Treatment:** Jordan now prohibits sexual harassment in employment with criminal penalties. A 2023 amendment in the Jordanian labour law removed restrictions on the working of women in different occupations.

Kenya

✓ **Fair Wages:** Kenya has revised its minimum wages during the last two years.

Kyrgyz Republic

✗ **Child and Forced Labour:** The employment entry age in the Kyrgyz Republic is lower than the compulsory schooling age since the Education law has set the compulsory schooling age as 17 years while the employment entry age is 16 years.

Lao People's Democratic Republic (Laos)

✓ **Fair Wages:** Laos has revised its minimum wages during the last two years.

Lesotho

✓ **Fair Wages:** Lesotho has revised its minimum wages during the last two years.

Libya

✓ **Fair Wages:** Libya has revised its minimum wages during the last two years.

Luxembourg

✓ **Family Responsibilities:** Luxembourg now requires flexible work arrangements for workers with family responsibilities.

Malawi

✓ **Social Security:** Malawi has introduced state-administered old-age, survivors' and invalidity benefits for its workers and their families.

Malaysia

✓ **Family Responsibilities:** Malaysia has introduced a paid paternity leave of 7 calendar days for fathers.

✓ **Maternity at Work:** Malaysia has extended the length of maternity leave from 8.5 weeks to 14 weeks. The country now also protects workers from dismissals during or on account of pregnancy.

✓ **Fair Treatment:** Malaysia now prohibits Sexual harassment in employment with civil remedies. The country has also removed restrictions on women's employment. The law now allows women to work in the same jobs as men.

Malta

✓ **Family Responsibilities:** Malta has introduced a paid paternity leave of 10 working days for fathers. The country also requires flexible work arrangements for workers with family responsibilities.

Mozambique

✓ **Family Responsibilities:** Mozambique has introduced a paid paternity leave of 7 calendar days for fathers.

✓ **Freedom of Association:** Mozambique has lifted restrictions on the right to strike for workers.

✗ **Freedom of Association:** Mozambique does not prohibit employers from terminating employment contracts of striking workers.

Myanmar

✓ **Fair Wages:** Myanmar has updated its minimum wages during the last two years.

Niger

✓ **Fair Wages:** Niger has revised its minimum wages during the last two years.

✓ **Employment Security:** Niger has reduced the length of the probation period, including renewals, from six months to a maximum of two months.

Nigeria

✓ **Fair Wages:** Nigeria has updated its minimum wages during the last two years.

Oman

- ✓ **Employment Security:** Oman has restricted the hiring of fixed-term contract workers by limiting the length of fixed-term contracts, including renewals, to 60 months.
- ✓ **Family Responsibilities:** Oman has introduced 365 days of parental leave for parents and 7 calendar days of paid paternity leave for fathers. The country has also introduced paid nursing breaks of one hour per day, starting after the end of maternity leave and lasting for 12 months.
- ✓ **Maternity at Work:** Oman has extended the length of maternity leave from 7.1 (50 days) to 14 weeks (98 days), and the maternity benefits are now paid through social insurance or the universal benefits system.
- ✓ **Safe Work:** Oman has restricted work that is prejudicial to the health of the mother or the child.
- ✓ **Social Security:** Oman has introduced state-administered unemployment benefits for its workers as well as state-administered sickness benefits during the first 6 months of sickness for its workers.
- ✓ **Freedom of Association:** Oman has lifted all restrictions on the right to bargain collectively with employers through their representative unions. The country also prohibits the replacement or termination of the striking workers.

Pakistan

- ✓ **Family Responsibilities:** Pakistan has introduced a paid paternity leave of 7 calendar days for fathers.

Papua New Guinea

- ✗ **Fair Wages:** Papua New Guinea did not revise its minimum wages during the last two years.

Peru

- ✓ **Fair Wages:** Peru has revised its minimum wages during the last two years.

Qatar

- ✗ **Fair Wages:** Qatar did not revise its minimum wages during the last two years.
- ✓ **Fair Treatment:** Qatar has introduced voluntary coverage protection for self-employed workers, which includes gig workers.

Rwanda

- ✓ **Family Responsibilities:** Rwanda has introduced a paid paternity leave of 7 calendar days for fathers.
- ✓ **Maternity at Work:** Rwanda has extended the length of maternity leave from 12 to 14 weeks. The country also protects workers from dismissals during or on account of pregnancy.

Slovakia

- ✓ **Family Responsibilities:** Slovakia has introduced a paid paternity leave of 196 days for fathers. Slovakia now also requires flexible work arrangements for workers with family responsibilities.

Sri Lanka

- ✗ **Fair Wages:** Sri Lanka did not revise its minimum wages during the last two years.

Togo

- ✓ **Fair Wages:** Togo has revised its minimum wages during the last two years.
- ✓ **Maternity at Work:** Togo now protects workers from dismissals during or on account of pregnancy.

United Arab Emirates (UAE)

- ✓ **Decent Working Hours:** UAE has restricted maximum working hours, including overtime, to 56 hours per week provided that the maximum working hours cannot exceed 144 hours for every 3-week period.
- ✗ **Employment Security:** UAE requires less than 30 days' notice before employment contract termination.
- ✓ **Social Security:** UAE has introduced state-administered unemployment benefits for its workers.
- ✓ **Fair Treatment:** UAE now prohibits discrimination in employment matters on at least seven of the ten grounds specified in the methodology of the Index.
- ✓ **Fair Treatment:** UAE has introduced voluntary coverage protection for self-employed workers.
- ✓ **Child and Forced Labour:** UAE prohibits the employment of children in hazardous work under the age of 18 years.

Uzbekistan

- ✓ **Decent Working Hours:** Uzbekistan now grants workers the right to enjoy more than three working weeks of paid annual leave.
- ✓ **Fair Treatment:** Uzbekistan has also removed restrictions on women's employment. The law now allows women to work in the same jobs as men.
- ✓ **Freedom of Association:** Uzbekistan has removed restrictions on workers' right to form and join unions of their own choice. The country has also lifted all restrictions on the workers' right to bargain collectively with employers through their representative unions.

Zimbabwe

- ✓ **Fair Treatment:** Zimbabwe has mandated equal remuneration for work of equal value.

Global Trends in Labour Rights

The Labour Rights Index tracks the changes in workplace rights during the past two years. However, some countries have enacted regressive and repressive labour legislation, undermining and frustrating workers' rights.

The section describes some major trends before delving into detail at the country level.

Minimum Wages

As per the Labour Rights Index 2024, approximately 94% of (136 of the 145) countries have established statutory or negotiated minimum wage provisions. While two countries (Singapore and South Sudan) lack any minimum wage regulations, seven countries set minimum wages exclusively for nationals or for public sector employees. All 10 newly added countries have statutory minimum wage systems; however, only eight of those revised their minimum wages during the last two years. However, thirty-three countries have received negative scores due to the fact that, despite having statutory minimum wages, these wages have not been revised in the past two years. A notable advancement in this regard is the recent implementation of a non-discriminatory minimum wage policy in Jordan in 2023, following Qatar's introduction of a similar measure in 2020. This policy ensures that all workers, regardless of nationality (or migration status), receive equal minimum wage protection.

Maternity leave

In 2024, a review of 145 countries under the Labour Rights Index revealed that 102 of these countries offer a statutory maternity leave entitlement of 14 weeks. Of the remaining countries, only 14 provide less than 12 weeks of maternity leave, while 29 countries provide maternity leave of 12-13 weeks. This indicates that maternity leave is widely recognised as a fundamental right. In the contemporary world, the primary focus has shifted from whether maternity leave is available to ensuring that the leave is accompanied by adequate maternity benefits. Nonetheless, it is essential to implement legislation to prevent employers from imposing disadvantages, such as termination or discrimination due to pregnancy. During the last two years, Angola, Cabo Verde, Malaysia, Oman, Rwanda and the United Arab Emirates (UAE) have increased their maternity leave from previous levels though the maternity leave is still lower than 14 weeks in Cabo Verde and the UAE.

Paternity Leave

Paternity leave has experienced an upward trend over the past two years. At the time of scoring for the Labour Rights Index (LRI) 2022, only 59 countries provided a statutory right to paid paternity leave of at least seven calendar days for fathers at childbirth. This number has increased to 71 countries in 2024. This rise is partly attributed to the addition of 10 new countries to the index in 2024, among which 4 offer at least seven days of paid paternity leave. Nine countries that did not provide paternity leave in 2022 have now enacted necessary reforms requiring paid paternity of at least seven calendar days. These nine countries are spread across Africa (Cabo Verde, Mozambique, and Rwanda), Asia (Malaysia, Oman and Pakistan), Europe (Malta and Slovakia), and Latin America (Costa Rica).

Additionally, a significant number of countries (35) provide between 1-5 days of paid paternity leave, while the remainder either offer no leave (74 countries) or provide it on an unpaid basis (7 countries). Paternity leave is increasingly gaining traction among legislators, especially in the EU, as societies adapt to the realities of the modern world, where both parents often participate in the workforce. Iran and Oman are the only countries in the MENA region that require paid paternity leave of at least 7 calendar days. Such provisions facilitate a better balance between work and family responsibilities and promote a more equitable distribution of caregiving duties between men and women.

Pregnancy Testing

Though international regulatory standards (C183) prohibit requiring women workers to take pregnancy tests, with a few exceptions related to occupational risks to the worker's or child's health, there are 63 countries where the practice is not prohibited under legislation. Since 2022, Angola, Congo, and Gambia have prohibited pregnancy testing or inquiring about pregnancy during recruitment. This allows women to join the workforce rather than being stopped at the door. Moreover, nine of the ten newly added countries, Ecuador, Eswatini, Georgia, Moldova, North Macedonia, Sierra Leone, Taiwan, and Tajikistan, either implicitly or explicitly prohibit inquiring about pregnancy during recruitment.

Flexible Work Arrangements

According to the Labour Rights Index 2024, only 53 countries provide some form of flexible working arrangements for workers with family responsibilities. Of these, 34 are European countries. This prevalence is attributable to the EU Directive on Work-Life Balance for Parents and Carers, which grants all working parents of children up to at least 8 years old, as well as all carers, the right to request flexible working arrangements. These arrangements include reduced working hours, flexible working hours, and flexibility in the place of work.

European societies generally place a strong emphasis on achieving a balance between work and personal life, which has facilitated the widespread adoption of these flexible working arrangements. In contrast, such provisions are notably scarce in developing countries, where achieving a balance between work and family life remains a significant challenge. Even in developed countries outside of Europe, there is a marked disparity in the availability of flexible working arrangements, reflecting the broader emphasis European societies place on fostering work-life balance.

Sexual Harassment

According to the Labour Rights Index, over 80% (118 of the 145) of the countries have established statutory prohibitions against sexual harassment, accompanied by either criminal penalties or civil remedies. Thirteen countries have no provisions for addressing sexual harassment, while fourteen countries only have general prohibitions without any penalties. The implementation of robust sexual harassment laws is essential, as harassment frequently goes unaddressed or is not taken with the requisite seriousness. Enforcing penalties for sexual harassment is critical to ensuring that such conduct is properly deterred and addressed, thereby promoting safer and more respectful work environments. Congo, Indonesia, Jordan and Malaysia have enacted necessary reforms after 2022 to prohibit sexual harassment at work.

BEST COUNTRIES FOR WORKERS

Austria

Azerbaijan

Belgium

Bulgaria

Czechia

Denmark

Finland

France

Greece

Hungary

Italy

Latvia

Lithuania

Luxembourg

Moldova

Norway

Poland

Portugal

Romania

Serbia

Slovakia

Spain

Sweden

WORST COUNTRIES FOR WORKERS
Botswana
Eswatini
Lebanon
Nigeria
Papua New Guinea
Qatar
Singapore
Sri Lanka
Sudan

Equal Pay for Work of Equal Value

The gender wage gap, the difference between their earnings, expressed as a percentage of men's earnings, is a useful measure to indicate how far behind women are in terms of wages. Women earn, on average, significantly less than men. Globally, the gender wage gap currently stands on average at 23 per cent - meaning that women earn 77 per cent of what men earn for each hour worked. The pay gap is even wider for mothers, women of colour, immigrant women, and disabled women. Legislation requiring equal pay for work of equal value and mandating minimum living wages can help narrow the gender pay gap in a country. Twenty-four countries require equal pay for equal, same or similar work; however, these countries did not get a score since the legislative provisions do not meet the "equal remuneration for work of equal value" standard. scored Three countries, Gambia, Uzbekistan and Zimbabwe, have enacted reforms mandating equal pay for work of equal value.

Women’s Access to Same Jobs as Men

In the Labour Rights Index 2024, it is reported that 85 countries have provisions ensuring women have access to the same job opportunities as men. However, labour legislation in nearly half of the countries assessed by the Index imposes restrictions on women’s access to certain occupations under the guise of protection. These restrictions often include prohibitions on night work, the designation of extensive lists of jobs as dangerous or hazardous for women, and bans on women’s employment in sectors such as mining, construction, certain factories, and transportation. Such legislative measures constrain employment opportunities for women, contributing to their concentration in lower-income and lower-productivity jobs. Azerbaijan, Costa Rica, Jordan, Kazakhstan, Malaysia, and Uzbekistan enacted reforms during the last two years, allowing women to work the same jobs as men.

Among the 10 new countries added to the Index, Ecuador, Georgia, Moldova, North Macedonia, Sierra Leone, and Taiwan have established provisions that ensure women have access to the same jobs as men.

Section 2

CONCEPTUAL FRAMEWORK

Introduction

This is the third edition of the Labour Rights Index. Starting from 2020, the Index is released biennially. The first and second editions of the Index included 115 and 135 countries respectively.

The third edition of the Index has 145 countries and covers labour market regulation affecting approx. 95% of the global labour force (3.369 billion workers), especially the formal sector workers. Even when we consider the proportion of informal employment in total employment (58%) at the global level, the formal sector workers who are impacted by these labour regulations are above 1.5 billion.

Labour Rights Index is a wide-ranging assessment of labour market regulations in 145 countries. It focuses on de jure (according to law) aspects of the labour market. The report scores 145 economies on 10 areas of labour market regulation. These are referred to as indicators. There is no other comparable project in terms of scope. The Index sheds light on a range of differences in laws/regulations on 46 topics or components across 145 countries. The Index offers a comprehensive picture of the (legislative) obstacles that workers face globally to enter the labour market and remain in the workforce.

The Labour Rights Index, while one of the many[1] de jure indices, is arguably the most comprehensive one yet in the field of workers' rights, as it encompasses every aspect of the working lifespan of a worker and identifies the presence of labour rights, or lack thereof, in national legal systems worldwide. The Index measures decent work and provides detailed information on rights at work as well as the local legal framework for regulating the labour market.[2]

While grounded in SDG 8[3], the Labour Rights Index is a tool essentially directed at governments and international organisations. And even though the underlying document for this Index, i.e., the Decent Work Check, is aimed mainly at workers and trade unions, the Index targets national-level organisations like government agencies, trade union federations and multilateral organisations such as the United Nations. This Index measures all labour rights protections that have been referred to in Target 8.8.[4] The Labour Rights Index emphasises the importance of a well-functioning legal and regulatory system in creating enabling conditions for the achievement of Decent Work.

As a corollary, it lays bare the adverse impact of lack of regulation or inadequate regulation on the smooth functioning of (a) labour market(s). The Index does recognise large implementation gaps due to a lack of adequate supporting frameworks, including strong enforcement mechanisms.

The 2010 World Social Security Report notes that even the widest and most expansive legal foundations cannot achieve the desired outcomes if these are not enforced and backed by sufficient resources. Nevertheless, strong legal foundations are a precondition for securing higher provisions and resources. There is not a single situation where a country provides generous benefits without a comprehensive legal basis.[5]

Similar points have been raised by Botero et al.[6] that formal rules, although different from "on the ground" situations, still matter a lot. Botero's work formed the basis of the Doing Business Indicators by the World Bank. Research indicates that in the absence of legislation, even the wealthiest country in the world, i.e., the United States of America, is unable to ensure decent working conditions for a majority of its citizens. As explained by Heymann and Earle[7] "laws indicate a state's commitment to its people, lead to change by shaping public attitudes, encourage government follow-up through inspection and implementation of the law and allow court action for enforcement."

As an international qualification standard, the primary focus of the Labour Rights Index on larger administrative bodies does not limit its usability for actors at multiple levels. National scores can be used by the civil society organisations as starting points for negotiations and initiation of reforms. Ratings can be made prerequisites for international socio-economic agreements to ensure compliance with labour standards, similar to EU's GSP+[8] and USA's GSP[9], which require compliance in law and practice with specific labour standards in order to avail certain trade benefits through reduced tariffs. The Index provides meaningful input into policy discussions to improve labour market protections at the country level.

The Labour Rights Index is also a useful benchmarking tool that can be used in stimulating policy debate as it can help in exposing challenges and identifying regulatory best practices. The Index provides meaningful input into policy discussions to improve labour market protections at the country level. The Labour Rights Index is a repository of "objective and actionable" data on labour market regulation along with the relevant best practices which can be used by countries worldwide to initiate necessary reforms. The comparative tool can also be used by labour ministries for finding legislative best practices within their own regions and around the world.

The Labour Rights Index can work as an efficient aid for workers as well to gauge the labour rights protections in laws across countries. With increased internet use, the availability of reliable and objective legal rights information is the first step towards compliance. The Labour Rights Index helps in achieving that step. The Index is similarly useful for national and transnational employers to gauge their statutory obligations in different workplaces and legal settings.

It can be used as a benchmarking tool for policy making. While the Index does not promote "legislative transplants", it shows the globally recommended standards based on UN or ILO Conventions and Recommendations. Similarly, the Index does not advocate the idea of "one size fits all"; rather, countries may provide certain rights through statutory means or allow negotiation between the parties at a collective level.

Linkage with SDGs

In September 2015, 193 states decided to adopt a set of 17 goals to end poverty and ensure decent work as part of the Sustainable Development Goals (SDGs). Each goal has specific targets to be achieved over 15 years. There are 169 targets and 231 indicators listed under these 17 SDGs.^[10] The Labour Rights Index aims at an active contribution to the Sustainable Development Goals by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG 5 (Gender Equality), SDG 8 (Decent Jobs), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).

The inextricable yet dormant link between decent work and economic growth has had a special trajectory with respect to development goals. Unlike the Millennium Development Goals (MDGs), where full employment and decent work were addressed through the inclusion of a new target (Target 1B^[11]) in 2007 (six years after the start of the MDGs in 2001), Goal 8 under the SDGs focuses on the promotion of inclusive and sustainable economic growth that leads to employment and decent work for all.^[12] Although SDG 8 merges two separate areas of economic growth and employment into a single SDG, it is important to remember that issues related to the world of work are already part of the 20230 Agenda for Sustainable Development. Employment and employment-related issues are also referred to in other goals, including SDGs 2 (Zero Hunger), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequality), SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action) & SDG 16 (Peace, Justice and Strong Institutions). The achievement of some of these goals, especially reduction of poverty (SDG 1), eradication of hunger (SDG 2) and reduction of inequality (SDG 10) are all dependent on SDG 8 where people are engaged in full and productive employment and decent work for all is ensured.

The Sustainable Development Goals also recognise the importance of legislation in achievement of SDGs. For example, we can consider the following targets and indicators:

- 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
- 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
- 16.b Promote and enforce non-discriminatory laws and policies for sustainable development

Target 8.8 refers explicitly to the protection of labour rights and promotion of safe and secure working environments for all workers, including migrant workers, in particular women migrants and those in precarious employment. While Target 8.8 talks about the protection of all labour rights, Indicator 8.8.2 is solely concerned with national compliance with freedom of association and collective bargaining rights. There is no doubt that the freedom of association and the right to collective bargaining are enabling rights.

However, as required under Target 8.8, the protection of labour rights has to be holistically ensured, including for those in precarious employment, the most recent form of which is the gig economy. Instead of focusing only on trade union rights, all workplace rights can and should be measured and monitored both in law and practice. The Labour Rights Index attempts to make a distinctive contribution by focusing on Target 8.8 (protect labour rights and promote safe and secure working environments for all workers).

Significant work in this sphere exists in the form of few ILO databases^[13] and some indices like the World Bank's Employing Workers database^[14], the Women, Business and Law Database^[15], the World Economic Forum's Global Competitiveness Index (Labour Market Efficiency Pillar)^[16] the Harvard/NBER Global Labour Survey^[17], the Index of Economic Freedoms (Labour Freedom component)^[18] and the International Social Security Association (ISSA)^[19] the OECD Indicators of Employment Protection^[20], and the CBR-LRI (CBR Labour Regulation Index).^[21]

Each of the mentioned surveys deals with specific aspects concerning labour rights. The ITUC Global Rights Index, measures trade union rights using nearly 97 indicators.^[22] Similarly, The Centre for Global Workers' Rights under Penn State University has worked on the Labour Rights Indicators measuring compliance both in law and practice for freedom of association and rights to collective bargaining through 108 indicators.^[23] The same indicators or evaluation criteria have been proposed by the ILO for measuring progress under SDG Indicator 8.8.2.

Despite this glut of indices on labour rights, experts at the WageIndicator Foundation and the Centre for Labour Research^[24] have been working on the idea of a new de jure index, i.e., the Labour Rights Index. While various targets under SDG 8 focus on statistical data, none of those targets and indicators

delves into the de jure labour rights protections as required under Target 8.8. Based on 10 indicators and 46 evaluation criteria, the Index compares labour legislation^[25] in 145 countries. There is no other comparable work in scale and scope on labour market regulations.

The 10 indicators cover the following aspects: fundamental workers' rights (the right to unionise and the elimination of employment discrimination, elimination of child and forced labour, and safe and healthy working environment), fair wages, decent working hours, employment security, social protection (access to the living wage, unemployment, old age, disability and survivor benefits and health insurance), and work-life balance for workers with family responsibilities. All index components are grounded in and linked with a selected list of international conventions and covenants.

The work is essentially based on ten substantive elements which are closely linked to the four strategic pillars of the Decent Work Agenda, that is, (i) Core labour standards and fundamental principles and rights at work (ii) Employment creation (iii) Social protection and (iv) Social dialogue and tripartism. The ILO Declaration on Social Justice for a Fair Globalisation 2008 has emphasised that the four strategic objectives of the Decent Work Agenda are "inseparable, interrelated and mutually supportive. The failure to promote any one of them would harm progress towards the others".^[26] Based on the recommendation of the 2008 ILO Declaration to establish appropriate indicators to monitor and evaluate the progress achieved, the ILO adopted a framework of statistical and legal Decent Work Indicators.

The framework indicators cover the ten substantive elements of the **Decent Work Agenda**. These elements are:^[27]

1. Employment opportunities
2. Adequate earnings and productive work
3. Decent working time
4. Combining work, family and personal life
5. Work that should be abolished (child labour and forced labour)
6. Stability and security of work
7. Equal opportunity and treatment in employment
8. Safe work environment
9. Social security
10. Social dialogue, employers' and workers' representation

The Index is further built on the WageIndicator Decent Work Checks, which have detailed explanations of de jure provisions on various workplace rights under national labour laws. These country documents are revised on an annual basis.

While many would argue against building another index focusing only on de jure labour market institutions and provisions (namely, due to the existence of large informal sectors in developing countries, non-compliance coupled with the tepid and lacklustre implementation of labour laws), well-drafted and inclusive laws are still a precondition for attaining decent work. Well-drafted laws provide clear and explicit answers to difficult and perplexing questions.

The results and insights from the comparative Labour Rights Index can be used to bring much-needed labour legislation reforms in various countries. Universal labour guarantees or basic labour protections should be available to everyone. This essentially means that all workers, regardless of their contractual arrangement or employment status, should enjoy fundamental workers' rights (freedom of association and right to collective bargaining, non-discrimination, no forced or child labour), an adequate living wage, maximum limits on working hours, safety and health at work, and access to the social protection system. The Index will not only help reform and develop missing legal provisions but will also help in tracing the jurisprudential evolution of legal systems in one of the most impressionable legal spheres.

Progress on Target 8.8, requiring protection of labour rights for all workers, including those in precarious employment, can be measured only through the comprehensive Labour Rights Index. Given the labour market havoc wreaked by the COVID-19 pandemic and climate changes in recent years^[28], this is the most opportune time to address the protection of all labour rights and measure the progress of member countries. It is time to measure every country's progress on all labour protections, as stipulated in Target 8.8.

Data Notes

The WageIndicator Foundation and the Centre for Labour Research have developed the Labour Rights Index to analyse whether labour legislation enacted at the national level ensures workers' access to decent working conditions. The data set covers 10 indicators for 145 countries. The Index aims to provide a snapshot of the labour rights present in the legislation of the countries covered.

The following assumptions have been used while constructing the Labour Rights Index. The worker in question

- Is skilled;^[29]
- Is at least a minimum wage worker;
- Resides in the economy's most populous province/state/area;
- Is a lawful citizen or a legal immigrant of the economy;^[30]
- Is a full-time employee with a permanent contract in a medium-sized enterprise with at least 60 employees;
- Has work experience of one year or more;
- Is assumed to be registered with the relevant social security institution and for a long enough time to accrue various monetary benefits (maternity, sickness, work injury, old age pension, survivors', and invalidity benefit); and
- Is assumed to have been working long enough to access leaves (maternity, paternity, paternal, sick, and annual leave) and various social benefits, including unemployment benefits.

The scores for each indicator are obtained by computing the unweighted average of the answers under that indicator and scaling the result to 100. The final scores for the countries are then determined by taking each indicator's average, where 100 is the maximum score to achieve. Where an indicator has four questions, each question/component has a score of 25. Where an indicator has five questions, each question/component has a score of 20. A Labour Rights Index score of 100 would indicate that there are no statutory decent work deficits in the areas covered by the Index.

Methodology

The subtopics in a Decent Work Check (DWC)^[31] have been used to structure 46 questions under the indicators in constructing this Index. However, what differentiates the Labour Rights Index from the Decent Work Checks is that it is more specific, adds newer topics like pregnancy inquiry, comparison between minimum age for employment and compulsory schooling age, and scoring of freedom of association questions is not solely dependent on labour legislation in the country. Forty-six data points are obtained across 10 indicators, each containing four to five binary questions. Each indicator represents an aspect of work which is considered important for achieving decent work.^[32]

Conceptual Framework

The Index consists of ten elements disaggregated into 46 components. These indicators and their components are presented below. Detailed description for each component can be found in the section on Indicators for Decent Work.

Fair Wages		<ul style="list-style-type: none"> 1.1 The country has a set minimum wage 1.2 Wage payments are made in a timely and regular way 1.3 Overtime premium is at least 125% of the regular wage 1.4 Additional compensation is provided for working on a weekly rest day 1.5 Additional compensation is provided for night work
Decent Working Hours		<ul style="list-style-type: none"> 2.1 General working hours are 48 hours or lower per week 2.2 Maximum working hours, including overtime, are restricted to 56 hours per week 2.3 Weekly rest of at least 24 hours is provided 2.4 Public holidays are paid 2.5 Three working weeks of paid annual leaves are guaranteed
Employment Security		<ul style="list-style-type: none"> 3.1 Written employment contracts or particulars are provided at the start of employment 3.2 The hiring of fixed-term contract workers is restricted 3.3 The length of probation period, including renewals, is set to three months 3.4 A 30 day notice period is required before contract termination 3.5 Severance pay (two weeks wages per year of service) is provided proportional to service duration
Family Responsibilities		<ul style="list-style-type: none"> 4.1 A four month parental leave exists 4.2 One week paid paternity leave is present 4.3 Flexible work arrangement exists for workers with family responsibilities 4.4 Paid nursing breaks are provided
Maternity at Work		<ul style="list-style-type: none"> 5.1 Inquiring about pregnancy during recruitment is prohibited 5.2 Paid maternity leave of at least 14 weeks exists 5.3 Cash maternity benefits equivalent to two-thirds of the employee's former wage are required 5.4 Maternity benefits are paid through contributory social insurance or universal benefits system 5.5 Workers are protected from dismissals during pregnancy
Safe Work		<ul style="list-style-type: none"> 6.1 Employers provide free personal protective equipment to workers where necessary 6.2 The law requires employers to train workers on health and safety issues 6.3 The law restricts work that is prejudicial to the health of the mother or the child 6.4 The law provides employment injury and disease benefits
Social Security		<ul style="list-style-type: none"> 7.1 The law provides for old-age pension 7.2 The law provides for dependents'/survivors' pension 7.3 The law provides for unemployment benefits 7.4 The law requires paid sick leave for the first six months of sickness 7.5 The law provides for invalidity pension
Fair Treatment		<ul style="list-style-type: none"> 8.1 Discrimination in employment matters is prohibited 8.2 Equal remuneration for men and women workers for work of equal value exists 8.3 Sexual harassment in employment is prohibited 8.4 Women can do the same jobs as men 8.5 Basic labour protection for the gig economy workers is guaranteed
Child and Forced Labour		<ul style="list-style-type: none"> 9.1 Employment of children is prohibited 9.2 Employment entry age is equal to or higher than the compulsory schooling age 9.3 Employment of children in hazardous work under the age of 18 years is prohibited 9.4 Forced labour is prohibited
Freedom of Association		<ul style="list-style-type: none"> 10.1 Workers are allowed to form and join unions of their own choice 10.2 Workers can bargain collectively with employers through their representative unions 10.3 The right to strike is provided 10.4 Legislation prohibits excessive sanctions against striking workers, including their replacement

To illustrate the scoring process in the Index, Pakistan, for example, receives a score of 75 under the indicator of Child and Forced Labour. This signifies that the country generally has legal protections in place for children and young persons participating in the labour market, however the legislation allows employment of children before completion of compulsory schooling. Under the indicator of Family Responsibilities, Pakistan scores 25 since the legislation does not guarantee parental leave, flexible work arrangements for workers with family responsibilities, and paid nursing breaks.

Scoring along these lines for a country, the overall score of Pakistan is determined by taking the unweighted average of the scores for all 10 indicators on a 0-100 scale, where 0 represents the worst regulatory performance and 100 the best regulatory performance in the labour market. The overall score for Pakistan is 53.5. For a comparison with other countries, please refer to the overall scores table at the start of this report.

The labour legislation of the 145 countries, applicable on 1 January 2024, is the source of information used to answer questions in the Labour Rights Index. Strengths and limitations exist with this approach. While the Labour Rights Index has been designed to be an easily replicable tool to benchmark countries, there are certain advantages and limitations. To ensure comparability of data across 145 economies, specific assumptions have been made. The indicators in the Index are based on standardised assumptions to make the laws comparable across countries. For instance, an assumption used for this Index is that the worker in question who is affected by the labour laws has experience of one year or more at a workplace, as questions on annual leave and severance pay can only apply to this kind of worker. Hence, workers with temporary contracts of a duration of less than one year may not have access to such rights.

Another assumption underlying the Index is that the focus is on the labour legislation, which applies to the most populous province/state/area of a country.

This allows the Index to give a more accurate depiction of a country's labour rights as the labour laws affect most of its population, even though the legislation affecting workers in areas with lower populations may be different.

Furthermore, the Index is also based on labour legislation which applies to the formal economy in the private sector. Despite more than 60 per cent of the global workforce in need of transitioning from informal to the formal economy^[33] focusing on the labour laws affecting the formal sector retains attention on the sector since the labour laws in the formal economy are more applicable and that is the ultimate goal. ILO Recommendation 204 also recommends gradual transition from the informal to the formal economy through the enactment of necessary legislation and reduction of barriers to transition. Focusing on the formal economy and its applicable legislation also indicates the kind of rights that will be available to the informal economy workers on successful transition to the formal economy.

Other than statutes, the Labour Rights Index also considers general or inter-professional collective agreements applicable at the national level. For countries where minimum wages are determined through collective bargaining, sectoral agreements (for major economic sectors) can also be considered.

Strengths and Limitations of the Labour Rights Index

Feature	Strength	Limitation
Standardised assumptions	Makes labour legislation comparable across countries and methodology uncomplicated	Limits legislation under review
Focus on workers having one year or more at a workplace	Allows maximum coverage of labour rights	Does not consider the rights of casual and temporary workers. Non-standard workers may not have access to some of the workplace rights and components under the Labour Rights Index
Coverage of most populous province/state/area	Makes labour legislation comparable across countries where different areas have different labour laws for their populations; Gives a more accurate picture of a country's labour rights	Can decrease representativeness of labour rights where differences in laws across areas exist
Focus on the formal economy	Retains attention on the formal sector where labour laws are more applicable	Does not cover the rights of the workforce in the informal economy, which could have a substantial part of the labour force in some countries
Use of codified national labour legislation only	Allows actionable indicators since the law can be changed by policymakers	Where lack of implementation of labour legislation, making changes solely in the law will not gain the desired outcome; Does not consider socio-cultural norms

Moreover, this report acknowledges the presence of gaps between legislation and its practice. For instance, gaps could stem from the lack of implementation of laws because of poor enforcement, weak design, or limited capacity. Still, observing differences in legislation helps give a clearer understanding of where labour rights may be limited in practice. This study also recognises the presence of social, economic and cultural factors affecting the practice of legal rights. For example, women may not be working at night, although legally allowed, as social and cultural norms could restrain such options. Or a lack of safe transport may limit women's employment during night hours. Poverty-stricken areas may have children under the minimum working age being employed for long hours and not in light work. Workers may be doing overtime exceeding the weekly hour limit because the culture at their organisations may view such workers as harder working and thus more deserving of a reward. The Labour Rights Index 2024 acknowledges the restraints of its standardised assumptions and focuses on codified law. Even if these assumptions do not cover all the labour force in the country, they ensure the comparability of data.

Unlike other indices, the Labour Rights Index does not consider ratification of international conventions in its scoring or rating system since mere ratification is not a good indicator of actual implementation of international labour standards.

It uses the standards prescribed in these Conventions (e.g., 14 weeks of maternity leave or the minimum age for hazardous work as 18 years) and scores countries on that basis. All the 10 indicators and 46 evaluation criteria of the Labour Rights Index are grounded in substantive elements of the Decent Work Agenda. The legal basis for all components (regulatory standards) emanates from the UN or ILO Conventions. Table explains in detail these legal sources.

In summary, the Labour Rights Index methodology has various useful features. The methodology:

- Is transparent and based on facts taken directly from codified laws.
- Uses standardised assumptions for data collection, thereby making logical comparisons across countries.
- Allows data to identify the labour rights and their presence (or lack of) in the legislation of 145 countries.

International Regulatory Standards and Labour Rights Index

Indicators and Components		Source of the Regulatory Standard
1. Fair Wages		
1	Minimum wage (statutory or negotiated)	Article 23 (3) of the Universal Declaration of Human Rights; Article 3 of Minimum Wage Fixing Convention 1970 (No. 131); Article 7 of the International Covenant on Economic, Social & Cultural Rights (Fair Wage clauses)
2	Regular wage	Article 12 (1) of Protection of Wages Convention 1949 (No. 95); Article 11 (6) and 12 of Social Policy (Basic Aims and Standards) Convention 1962 (No. 117)
3	Overtime premium (≥125%)	Article 6 of Hours of Work (Industry) Convention 1919 (No. 1); Article 7 of the Hours of Work (Commerce and Offices) Convention 1930 (No. 30)
4	Weekly rest work compensation (time-off)	Article 5 of the Weekly Rest (Industry) Convention, 1921 (No. 14); Article 8 (3) of the Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)[1]
5	Night work premium	Article 8 of Night Work Convention, 1990 (No. 171)
2. Decent Working Hours		
6	General working hours (≤48 hours per week)	Article 2 of Hours of Work (Industry) Convention 1919 (No. 1); Article 3 of the Hours of Work (Commerce and Offices) Convention 1930 (No. 30); Article 1 of the Forty-Hour Week Convention, 1935 (No. 47)
7	Maximum working hours (≤56 hours per week)	Para 17 of the Reduction of Hours of Work Recommendation, 1962 (No. 116); Article 6 (2) of Hours of Work (Industry) Convention 1919 (No. 1); Article 7 (3) of the Hours of Work (Commerce and Offices) Convention 1930 (No. 30)
8	Weekly rest (≥24 hours)	Articles 3-6 of Hours of Work (Industry) Convention 1919 (No. 1); Article 2 of Weekly Rest (Industry) Convention 1921; Article 6 of Weekly Rest (Commerce and Offices) Convention 1957
9	Paid public holidays	Article 5 of Working Conditions (Hotels and Restaurants) Convention 1991 (No. 172); Article 6 (1) of Holidays with Pay Convention (Revised) 1970 (No. 132); Article 7 (c) of the Part-Time Work Convention, 1994 (No. 175)
10	Annual leave (≥3 working weeks)	Article 3 of Holidays with Pay Convention (Revised) 1970 (No. 132)
3. Employment Security		
11	Written employment contract	Articles 7-8 of the Domestic Workers Convention, 2011 (No. 189); Part II (5) of the Private Employment Agencies Recommendation, 1997 (No. 188)
12	Fixed term contract (≤5 years)	Article 2 (3) of the Termination of Employment Convention 1982 (No. 158); Article 3 (2) of the Termination of Employment Recommendation, 1982 (No. 166)
13	Probation period (≤3 months)	Article 2 (b) of the Termination of Employment Convention 1982 (No. 158)
14	Termination notice period (1 month)	Article 11 of the Termination of Employment Convention 1982 (No. 158)
15	Severance pay (≥14 days per year of service)	Article 12 of the Termination of Employment Convention 1982 (No. 158)
4. Family Responsibilities		
16	Parental leave	Article 1 of the Workers with Family Responsibilities Convention, 1981 (No. 156); Paragraph 22 of the Workers with Family Responsibilities Recommendation, 1981 (No. 165); Paragraph 10 of the Maternity Protection Recommendation, 2000 (No. 191)
17	Paternity leave (≥1 week)	2009 ILC Resolution Concerning Gender Equality at the Heart of Decent Work
18	Flexible working arrangements	Article 1 of the Workers with Family Responsibilities Convention, 1981 (No. 156); Paragraph 18 of the Workers with Family Responsibilities Recommendation, 1981 (No. 165); Article 9 (2) of the Part-Time Work Convention, 1994 (No. 175)
19	Nursing breaks	Article 10 of the Maternity Protection Convention, 2000 (No. 183)
5. Maternity at Work		
20	Prohibition on inquiring about pregnancy	Article 9 of the Maternity Protection Convention, 2000 (No. 183)
21	Maternity leave (≥14 weeks)	Article 4 of the Maternity Protection Convention, 2000 (No. 183); Article 11 (2) of UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
22	Cash maternity benefits (≥66.67% of former wage)	Article 6 of the Maternity Protection Convention, 2000 (No. 183)

23	Source of maternity benefits (social insurance or state financing)	Article 6(8) of the Maternity Protection Convention, 2000 (No. 183)
24	Protection from dismissals (pregnancy/maternity)	Article 8 of the Maternity Protection Convention, 2000 (No. 183); Article 11 (2) (a) of UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
6. Safe Work		
25	Personal protective equipment (free of cost)	Article 16 and 21 of the Occupational Safety and Health Convention, 1981 (No. 155)
26	Training on health and safety	Article 19 (d) of the Occupational Safety and Health Convention, 1981 (No. 155)
27	Restriction on work (prejudicial to health of mother or child)	Article 3 of the Maternity Protection Convention, 2000 (No. 183)
28	Employment injury benefits	Part VI of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
7. Social Security		
29	Old age benefits	Part V of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
30	Survivors' benefits	Part X of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
31	Unemployment benefits	Part IV of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
32	Sickness benefits (≥ 6 months)	Part III of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
33	Invalidity benefits	Part IX of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
8. Fair Treatment		
34	Prohibition of employment discrimination	Article 2 of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); Articles 8 and 9 of the Maternity Protection Convention, 2000 (No. 183); Article 4 of the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159); Article 1 of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Article 5 and 27 of the Convention on the Rights of Persons with Disabilities
35	Equal remuneration for work of equal value	Article 2 of the Equal Remuneration Convention, 1951 (No. 100)
36	Prohibition of sexual harassment	Article 7 of the Violence and Harassment Convention, 2019 (No. 190)
37	Absence of restrictions on women's employment	Article 2 of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
38	Basic labour protections for gig workers	Global Commission on the Future of Work 2019[2]; Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), 2017
9. Child and Forced Labour		
39	Prohibition on child labour (<15 years)	Article 2 of Minimum Age Convention 1973 (No. 138); Article 32 (2) of the Convention on Rights of Child
40	Age (employment entry ≥ compulsory schooling)	Article 2(3) of Minimum Age Convention 1973 (No. 138)
41	Prohibition on hazardous work for under 18	Article 3 of Minimum Age Convention 1973 (No. 138); Article 32 (1) of the Convention on Rights of Child
42	Prohibition on forced labour	Article 2 of the Forced Labour Convention, 1930 (No. 29); Protocol of 2014 to the Forced Labour Convention, 1930; Article 8 of the International Covenant on Civil and Political Rights
10. Freedom of Association		
43	Right to unionise	Article 2 of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
44	Right to collective bargaining	Article 4 of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Article 2 of the Collective Bargaining Convention, 1981 (No. 154)
45	Right to strike	Para 751, Compilation of Decisions of the Committee on Freedom of Association, 2018
46	Sanctions against striking workers	Article 1 of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Data Sources and Collection

While the Index is essentially based on Decent Work Checks, the 2024 Index has 10 new countries for which Decent Work Checks are yet to be developed. For all countries, labour legislation, including various decrees, amendments and collective agreements, was revisited to score each component and provide a direct legal basis. The legal basis has been provided in individual country profiles. The cut-off date for all data collection is 1 January 2024. Any legislation or change in the law that occurs after said date, where the effective date is set later than 1 January 2024, or where the effective date is not yet precisely known, is not reflected in the Index. However, the situation in individual countries might have shifted.

The Scoring System

We use a dichotomous scoring system for the 46 indicators (1 for a yes and 0 for a no). Non-binary scores (such as a scale of 1 to 5) introduce difficulties in defining meaningful and comparable standards or guidelines for each score. This can lead to arbitrary, erroneous and incomparable scores. For example, a 2 for one country may be a 3 for another, and so on. Alternatively, an expert may find a country-specific indicator that differs from another country. This violates a fundamental principle of measurement known as reliability — the degree to which a measurement procedure produces accurate measurements every time, regardless of who performed it.

Weights

The Labour Rights Index does not use weights. Each indicator features either four or five underlying components framed as questions. Every component contributes equally to the indicator, and every indicator contributes equally to the overall score. The overall score (from 0-100) is calculated from a simple unweighted average of scores from 10 indicators.

As pointed out at the outset, the indicators and components of the Labour Rights Index cover the employment lifecycle of a person. Consider the example of annual leave and sick leave. While annual leave is accessed by a greater percentage of workers every year compared with sick leave, giving them weights (whether equal or unequal) would be arbitrary and would not serve the purpose.

Similarly, consider the example of child labour and forced labour questions. While the majority of workers may not have to experience these menaces, it is a harsh reality for many, at least in developing countries. Giving weights would mean prioritising one component over the other.

Countries at different stages of development may also have different legal provisions. For example, as is evident throughout the study, work-life balance and gender equality related legislation is also linked with economic development. With certain exceptions, most high-income countries have instituted provisions on paternity leave and parental leave.

If these components are given higher weightage than the other, developing countries' scores will be comparatively much lower.

Greater weightage to certain areas of labour law can create an inherent bias and also lead to the agents' skewed efforts to initiate reforms in areas with higher weights. Countries will inherently target laws with greater weightage.

If giving weights were an option, fundamental principles and rights at work would be given higher weights. These are freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation, and a safe and healthy working environment^[34].

Even before the amendment of the 1998 Declaration in 2022, ILO had started giving importance to other workplace rights. The 2019 Declaration notes that "all workers should enjoy adequate protection following the Decent Work Agenda, taking into account:

1. Respect for their fundamental rights;
2. An adequate minimum wage, statutory or negotiated;
3. Maximum limits on working time; and
4. Safety and health at work."

Similarly, social protection, or social security (both terms are used interchangeably), is enshrined as such in the Universal Declaration of Human Rights (1948) and the International Covenant on Economic, Social and Cultural Rights (1966). ILO Recommendation 202 suggests that countries should establish and maintain national social protection floors as a nationally defined set of basic social security guarantees that secure protection to prevent or alleviate poverty, vulnerability and social exclusion.

Hence, instead of preferring one component or indicator over the other, the Labour Rights Index has been developed without assigning weights.

Ranking

The Labour Rights Index does not "rank" countries.

The ordinal ranking method (for example, "first", "second", and "third") is problematic as it leads to the naming and shaming of countries at the bottom of the list. Moreover, as argued by the World Bank's Doing Business Report in 2016, ranking may encourage the agents (countries being ranked) to "game the system".^[35] There is a risk that the agents may divert a disproportionate amount of resources and efforts to the areas which are measured/scored while leaving aside areas which are equally important but not scored. To deal with this issue, the Labour Rights Index does not use ordinal ranking, although it covers the whole gamut of labour rights.

The Index does not aim at producing a single number in the form of ranking. Rather it gives a run down on the local labour legislation, supported by detailed Decent Work Checks, updated annually.

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The Labour Rights Index, however, does place 145 countries into six categories and rates these from "Access to Decent Work" to "Total Lack of Access to Decent Work".^[36]

How to Read the Country Profiles

The Country Profiles section shows a two-page profile for each of the 145 countries covered in the Labour Rights Index 2024. The country profiles are informative about the major aspects of labour legislation in an economy.

Performance Overview

In this section, the performance of a country in the Labour Rights Index is illustrated. On the top right of the page, the overall average score (out of 100) and rating (out of six categories) give a snapshot of a country's standing in the Labour Rights Index. The top right of the page also shows the overall score in 2020 and 2022, along with region and income group information.

The overall scores benchmark countries with respect to regulatory best practices, as identified in the relevant ILO Conventions, thereby indicating the proximity to the regulatory standard on each component. Each country is allocated ratings according to its overall score. The ratings follow a certain coding; [90.5-100] Access to Decent Work (Blue), [80.5- 90] Approaching Access Decent Work (Green), [70.5-80] Reasonable Access to Decent Work (Yellow), [60.5- 70] Limited Access to Decent Work (Orange), [50.5- 60] Basic Access to Decent Work (Peach), [0-50] Total Lack of Access to Decent Work (Red).

The Contextual Indicators of the country provide a picture of the economy and its labour force at a glance. These facts include Population, Labour Force, GDP per Capita, Poverty Headcount, Informal Employment, Total Fertility rate, Trade Union Density, Collective Bargaining Coverage, Social Protection Coverage, Labour Income Share, Female Labour Force (absolute number and participation rate), Non-Standard Employment (Part-Time Employment-A and Temporary Employment-B), Work Injuries (Fatal and Non-Fatal), Minimum Wage, and number of Workers per Labour Inspector. The contextual indicators have been sourced from International Labour Organization, World Bank data, and the WageIndicator's own Minimum Wages Database. The country scores on the Labour Rights Index must be interpreted with caution, considering also the above referred contextual indicators.







The first page also introduces the Index and gives information about the average regional score and the highest scoring country in the region.

The overall score and each of the indicators are shown on the first page. For each indicator, the score ranges from 0 to 100, where 100 signifies the highest possible score and 0 signifies the lowest score. The overall score is the average score of 10 indicators. To read about the scoring methodology, refer to the chapter on Indicators for Decent Work.

The next three pages of the country profile shows the decent work indicators of the Labour Rights Index and the answer for each component, along with its legal basis. It is a step toward ensuring greater transparency in the scoring of the countries. The last column shows the trend over the previous two years (2022 to 2024); if the score increased due to a positive reform, it decreased due to a legislative reform or if the score was adjusted to increased availability and access to more legal information about the country. A total of 46 components are shown under the 10 indicators for each of the 135 countries in the Labour Rights Index.

The last page of the Index has necessary end notes and colour legends to explain the changes in country scores.

Description of the Ratings

	Ratings		Score Range
	Total Lack of Access to Decent Work	1	0-50
	Basic Access to Decent Work	2	50.5-60
	Limited Access to Decent Work	3	60.5-70
	Reasonable Access to Decent Work	4	70.5-80
	Approaching Access to Decent Work	5	80.5-90
	Access to Decent Work	6	90.5-100

1 - Total Lack of Access to Decent Work

Decent work deficits are rife in countries with a rating of 1 (Total Lack of Access to Decent Work). The national/local legislation barely meets the international standard on even half of the 46 evaluation criteria. There is an absence of minimal labour rights under the legislation. Workers are deprived of access to decent work in nearly every aspect of working life.

2 - Basic Access to Decent Work

Minimal labour rights are provided under the legislation in countries with a rating of 2 (Basic Access to Decent Work). There are systematic violations of workplace rights through statutory means. Workers have nominal access to decent work in a few aspects of working life only. The national/local legislation does not meet the international standard on nearly 20 of the 46 evaluation criteria.

3 - Limited Access to Decent Work

Restricted labour rights are provided under the legislation in countries with a rating of 3 (Limited Access to Decent Work). Workers have access to decent work in limited aspects of working life only. The national/local legislation does not meet the international standard on nearly 18 of the 46 evaluation criteria.

4 - Reasonable Access to Decent Work

Generally, labour rights are reasonably provided under the legislation in countries with a rating of 4 (Reasonable Access to Decent Work). Workers have fair access to decent work in some aspects of working life. The countries with this rating have scored Yes on at least 33 of the 46 evaluation criteria.

5 - Approaching Access to Decent Work

Countries with a rating of 5 (Approaching Access to Decent Work) have generally a lower level of labour rights than those with a rating of 6. Countries with this rating have scored Yes on at least 37 of the 46 evaluation criteria. Most labour rights are provided under the legislation. Workers have frequent access to decent work in most aspects of working life.

6 - Access to Decent Work

Almost all labour rights, as covered by the Index, are provided under the legislation in countries with a ranking of 6 (Access to Decent Work). Workers have regular access to decent work in nearly every aspect of working life. Reforms in labour legislation in a couple of areas can improve the statutory rights further.

Sample Country Profile

Pakistan

Country profiles for all 145 countries are available for download on
<http://labourrightsindex.org/>

PAKISTAN

South Asia

Lower-middle-income country

Overall Score
51 51 53.5
2020 2022 2024



Score improved

LRI RATING Basic Access to Decent Work



0 - 50	50.5 - 60	60.5 - 70	70.5 - 80	80.5 - 90	90.5 - 100
TOTAL LACK OF ACCESS TO DECENT WORK	BASIC ACCESS TO DECENT WORK	LIMITED ACCESS TO DECENT WORK	REASONABLE ACCESS TO DECENT WORK	APPROACHING ACCESS TO DECENT WORK	ACCESS TO DECENT WORK

The country rating is based on the overall score of 0-100, with the following coding: The overall score ranges from 0 to 100, where 100 signifies the highest possible score and 0 signifies the lowest possible score. The score indicates "access to decent work" by law.

Contextual Indicators

Population (2022)	235.82 M	Total Fertility (rate) (2022)	3.41	Female Labour Force ^d (2024)	A : 19.25 M	B : 24% (participation rate)
Labour Force (2024)	83.05 M	Trade Union (density) (2016)	5%	Non-Standard Employment ⁵	A : 15% (part-time employment) (2021)	B : 83% (temporary employment) (2021)
GDP per Capita (2022)	\$1,589	Collective Bargaining (coverage)	No Data	Work Injuries ⁶ (per 100,000 workers)	A : No Data (fatal)	B : 2,691 (non-fatal) (2021)
Poverty Headcount ¹ (2018)	22%	Social Protection ³ (coverage) (2022)	20%	Minimum Wage ⁷ (April 2024)	PKR	32,000
Informal Employment ² (2021)	84%	Workers per Labour Inspector ⁸ (2023)	160,634	Living Wage ⁹ (April 2024)	PKR	50,426

Sources: World Bank | International Labour Organization | WageIndicator Minimum Wages and Living Wages Database | M = Million
GDP per Capita in USD (\$) | wages shown in local currency and per month

At a glance

For Pakistan, the labour legislation in the most populous province (Punjab, Pakistan) is analysed and scored. Different rules may apply in other jurisdictions, necessitating review of other sources.

Following this approach, Pakistan's overall score is 53.5 out of 100. The overall score for Pakistan is lower than the regional average observed across South Asia (57). Within the South Asian region, the highest score is observed for India (65).

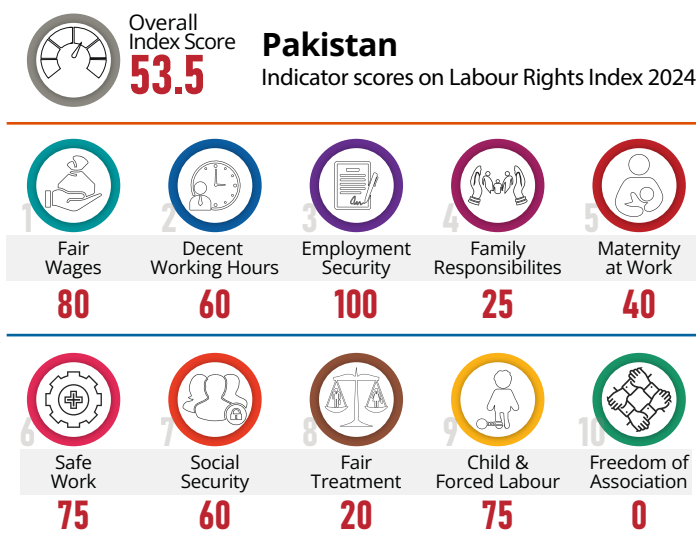
Punjab, Pakistan has implemented 7 calendar days of paid paternity leave for fathers, enhancing support for new parents and promoting a balanced approach to family responsibilities. The paternity leave is however available only for two children.

The country scores on the Labour Rights Index must be interpreted with caution, considering also the contextual indicators like the size of the population and labour force, informal employment in the country, social protection coverage, level of economic development (as measured by GDP per capita), female labour force participation rate, incidence of non-standard employment in the form of part-time employment and temporary employment as well as work injuries, both fatal and non-fatal. Trade union density and collective bargaining coverage rates are also relevant contextual indicators to assess the state of freedom of association and collective bargaining in the country.

About Labour Rights Index

The Labour Rights Index 2024 (LRI 2024) is a de-jure index covering 145 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Access to Decent Work" to "Access to Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG 5 (Gender Equality), SDG 8 (Decent Jobs), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Labour Rights Index scores countries based on applicable labour laws only. It does not comment on actual working conditions or labour law compliance in workplaces. The legislation that is used to score the country under the Labour Rights Index is generally national or federal level legislation. In cases where the legislation is enacted at the provincial/regional or state level, the Index analyses the labour legislation applicable to the most populous province/region or state (in federal, confederal or other complex structure states). Scoring for each country is based on labour legislation, as applicable on 1 January 2024.

*Please check page 4 of the country profile for explanatory end notes.



For each indicator, the score ranges from 0 to 100, where 100 signifies the highest possible score and 0 signifies the lowest score. The overall score is the average of 10 indicators.

In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2022), the opposite legend is used.

● Score increase ● Score decrease ● Score adjustment ● Methodological change ○ No change

1. FAIR WAGES

80

QUESTION	ANSWER	LEGAL BASIS	TREND
Does the legislation or collective negotiation set and determine the minimum wages in the country?	Yes	\$6 of the Punjab Minimum Wages Act 2019	○
Does the law require regular and timely payment of wages?	Yes	\$4(2) and 5 of the Payment of Wages Act 1936	○
Does the law require overtime compensation to be at least 125% of the regular hourly rate?	Yes	\$47 and 47-A of the Factories Act 1934; \$9 of the Punjab Shops and Establishments Ordinance 1969	○
Does the law require any additional compensation for working on a weekly rest day?	Yes	\$35A of the Factories Act 1934	○
Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	○

2. DECENT WORKING HOURS

60

Does the law stipulate general weekly working hours as 48 hours or lower?	Yes	\$34 of the Factories Act 1934; \$8 of the Punjab Shops and Establishments Ordinance 1969	○
Does the law restrict maximum working hours, including overtime, to 56 hours per week?	No	Rule 12 of the Punjab Factories Rules 1978; \$8 of the Punjab Shops and Establishments Ordinance 1969	○
Does the law require a paid weekly rest of at least 24 consecutive hours?	Yes	\$35 of the Factories Act 1934; \$6 of the Punjab Shops and Establishments Ordinance 1969	○
Does the law require paid public holidays?	Yes	\$49-I of the Factories Act, 1934; \$16 of the Punjab Shops and Establishments Ordinance 1969	○
Does the law require at least three working weeks of paid annual leave?	No	\$49B of the Factories Act, 1934; \$14 of the Punjab Shops and Establishments Ordinance 1969	○

3. EMPLOYMENT SECURITY

100

Does the law require a written employment contract or employment particulars to be given to a worker on commencement of employment?	Yes	S.O. 2-A of Standing Orders Ordinance, 1968	○
Does the law restrict the hiring of fixed-term contract workers?	Yes	S.O 1(e) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	○
Does the law limit the length of the probation period, including renewals, to three months?	Yes	S.O. 1(c) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	○
Does the law require a 30-day notice period before employment contract termination?	Yes	S.O. 12(1) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	○
Does the law require severance pay at the rate of at least two weeks of wages for every year of service?	Yes	S.O. 12(6) of the Industrial and Commercial Employment (Standing Orders) Ordinance 1968	○

4. FAMILY RESPONSIBILITIES

25

Does the law require a four-month parental leave for parents?	No	No applicable legal provisions could be located	○
Does the law require at least one week of paid paternity leave for fathers?	Yes	\$49-J of the Factories Act, 1934	●
Does the law require flexible working arrangements for workers with family responsibilities?	No	No applicable legal provisions could be located	○
Does the law require paid nursing breaks?	No	No applicable legal provisions could be located	○

In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2022), the opposite legend is used.

● Score increase ● Score decrease ● Score adjustment ● Methodological change ○ No change

5. MATERNITY AT WORK

40

QUESTION	ANSWER	LEGAL BASIS	TREND
Does the law prohibit inquiring about pregnancy during recruitment?	No	No applicable legal prohibitions could be located	○
Does the law require maternity leave of at least 14 weeks?	No	\$4 & 5 of the Punjab Maternity Benefit Ordinance 1958	○
Does the law require cash maternity benefits to be at least two-thirds (66.67%) of a worker's former wage?	Yes	\$4 of the Punjab Maternity Benefit Ordinance 1958; \$36 of the Provincial Employees' Social Security Ordinance 1965	○
Does the law require cash maternity benefits to be paid through a contributory social insurance or a universal benefits system or such benefits are an employer's liability?	Yes	\$20 & 36 of the Provincial Employees' Social Security Ordinance 1965; Punjab Maternity Benefit Ordinance 1958	○
Does the law protect workers from dismissals during or on account of pregnancy?	No	\$7(2) of the Punjab Maternity Benefit Ordinance, 1958	○

6. SAFE WORK

75

Does the law require employers to provide free personal protective equipment to workers?	Yes	\$3(k) of the Punjab Occupational Safety and Health Act 2019	○
Does the law require employers to train workers on health and safety issues?	Yes	\$3(c) of the Punjab Occupational Safety and Health Act 2019	○
Does the law restrict work that is prejudicial to the health of the mother or the child?	No	\$3(2) of the Punjab Maternity Benefit Ordinance 1958	○
Does the law provide for employment injury benefits in the event of an occupational accident or disease?	Yes	\$39 of the Provincial Employees' Social Security Ordinance 1965	○

7. SOCIAL SECURITY

60

Does the law provide for an old age benefit?	Yes	\$22 of the Employees' Old-Age Benefits Act 1976	○
Does the law provide for survivors' benefits?	Yes	\$22B of the Employees' Old-Age Benefits Act 1976	○
Does the law provide for unemployment benefits?	No	No applicable legal provisions could be located	○
Does the law require paid sick leave (and sickness benefits) for the first six months of sickness?	No	\$49-H of the Factories Act 1934; \$35 of the Provincial Employees' Social Security Ordinance 1965	○
Does the law provide for invalidity benefits?	Yes	\$23 of the Employees' Old-Age Benefits Act 1976	○

8. FAIR TREATMENT

20

Does the law require equal remuneration for men and women workers for work of equal value?	No	No applicable legal provisions could be located	○
Does the law prohibit sexual harassment in employment?	Yes	\$4(4) and 5(2) of the Protection against Harassment of Women at the Workplace Act, 2010; \$509(ii) of the PPC 1860	○
Does the law prohibit discrimination in employment matters? ¹⁰	No	\$27 of the Constitution of Pakistan 1973; \$17(c) of Punjab Industrial Relations Act 2010	○
Does the law allow women to do the same job as men?	No	\$32, 33(F0, 33(Q)(4) & 45 of Factories Act 1934; \$7(4) of the Punjab Shops & Establishments Ordinance 1969	○
Does the law guarantee basic labour protection to the platform workers?	No	No applicable legal provisions could be located	○

9. CHILD AND FORCED LABOUR

75

QUESTION	ANSWER	LEGAL BASIS	TREND ¹²
Does the law prohibit the employment of children?	Yes	§3(1) of the Punjab Restriction on Employment of Children Act 2016	<input type="radio"/>
Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§3(1), Punjab Free & Compulsory Education Act 2014; §2, Restriction on Emp. of Children Act 2016	<input type="radio"/>
Does the law prohibit the employment of young persons in hazardous work under the age of 18 years?	Yes	§3(2) of the Punjab Restriction on Employment of Children Act 2016	<input type="radio"/>
Does the law prohibit forced labour?	Yes	§11 of the Constitution, 1973; §4 of the Punjab Bonded Labour System (Abolition) Act 1992	<input type="radio"/>

10. FREEDOM OF ASSOCIATION¹¹

0

Does the law allow workers to form and join unions of their own choice?	No	§1-3 of the Punjab Industrial Relations Act (PIRA), 2010; CEACR, C87, Obs. 2022	<input type="radio"/>
Does the law allow workers to bargain collectively with employers through their representative unions?	No	§1-3 & 24 of PIRA 2010; CEACR, C98, Obs. 2022; USDOS CRHRP 2021	<input type="radio"/>
Does the law provide the right to strike?	No	§41 & Schedule of PIRA 2010; CEACR, C87, Obs. 2022; USDOS CRHRP 2021	<input type="radio"/>
Does the law prohibit imposing excessive sanctions against striking workers, including replacement of such workers?	No	§11X of the Anti-Terrorism Act 1997; §18(1)(e) & 64(3) of PIRA 2010; CEACR, C87, DR 2022; USDOS CRHRP 2021	<input type="radio"/>

¹ Proportion of population living below the national poverty line (%), as measured under the SDG 1.2.1

² Share of informal employment in total employment (%), as measured under the SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under the SDG 1.3.1

⁴ The female labour force is shown in absolute number (A) along with the female labour force participation rate (B)

⁵ Non-Standard Employment has been defined as part-time employment (A) and temporary employment (B)

⁶ Rate of fatal (A) and non-fatal work injuries (B) per 100,000 workers, as measured under the SDG 8.8.1

⁷ Minimum Wage and Living Wage amounts are shown in local currency. The amounts are retrieved from the WageIndicator Minimum Wage Database and the WageIndicator Living Wage Database. The minimum wage amounts are those as were applicable on 1 April 2024. The Living Wage amounts are from the April 2024 data release by the WageIndicator. Given the declining share of labour income (a widely used measure of inequality, measuring the proportion of total income in a country that employed people earn by working), the contextual indicators on minimum wage and living wage are relevant.

⁸ Robust legislation, backed by effective enforcement, forms the foundation for achieving decent work in practice. In this regard, it is relevant to see if the country has an adequate number of labour inspectors. While the Labour Inspection Convention, 1947 (No. 81) calls for a "sufficient number" of inspectors to do the work required, there is currently no official definition for a sufficient number of inspectors. In its 2006 General Survey on Labour Inspection, the ILO referred to the following benchmarks on the number of labour inspectors in the country in relation to the labour force: 1:10,000 in industrial market economies, 1:15,000 in rapidly industrializing economies, 1:20,000 in transition economies, and 1:40,000 in less developed countries. The latest guidance from the ILO (2022) however emphasizes a more holistic evaluation of national context rather than solely a ratio of labour inspectors to the size of labour force.

⁹ The Living Wage estimates shown in this country profile are for a typical family (lower bound) that comprises two adults. The number of children is determined by the country-specific fertility rate, representing the average number of children in a family. One adult is engaged for 100% of normal working hours, while the working hours of the second adult are approximated based on the national labour force participation rate. The combined wage earned by two adults, each receiving a living wage, is designed to meet the requirements for achieving a decent standard of living for the family. For further details on this, please check here: <https://wageindicator.org/salary/living-wage>

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ The Freedom of Association indicator of the Labour Rights Index uses Observations/Direct Requests from the ILO Committee of Experts on Application of Conventions and Recommendations (CEACR), the US Department of State's Country Reports on Human Rights Practices (USDOS CRHRP) and the country's legal profiles under the ITUC Global Rights Index 2024 to measure a country's compliance with the right to freedom of association and collective bargaining. A country's score on the LRI's Freedom of Association indicator must also be read together with the SDG indicator 8.8.2, which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACH rights) and 10 the worst (indicating lower levels of compliance with FACH rights). The score for Pakistan on the latest available data of the SDG 8.8.2 is "4.85" (2022). Other than SDG 8.8.2, we suggest considering the country's score on ITUC's latest Global Rights Index. The score for Pakistan in 2024 is "5". As explained by the ITUC, "Countries are rated in clusters from 1-5+ depending on their compliance with collective labour rights, with 1 being the best rating and 5+ the worst rating a country could get. A high-rated cluster means that workers in the country have no right to their collective voice due to government failure to guarantee rights".

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2022), the legislative table indicates improvement or worsening of de-jure labour rights in country through the following colours.

● Score improved due to a positive legislative reform

● Score worsened due to a negative legislative reform

● Score is adjusted for the country due to a minor revision in the methodology for the Social Security indicator

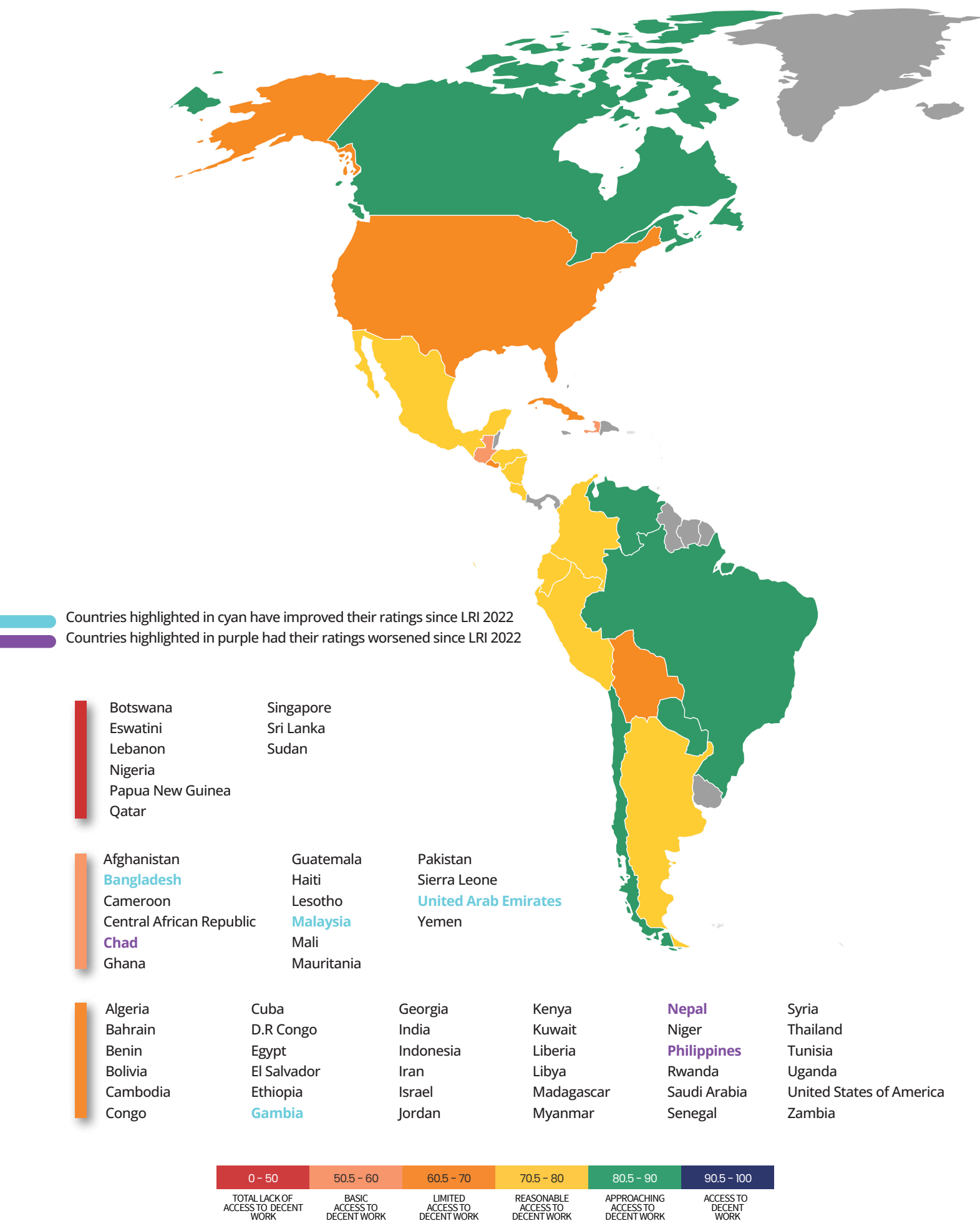
● Score is adjusted for the country due to better access to the country's legal sources, or where the score for the Freedom of Association indicator is adjusted based on the latest reports from ILO, USDOS & ITUC Global Rights Index 2024

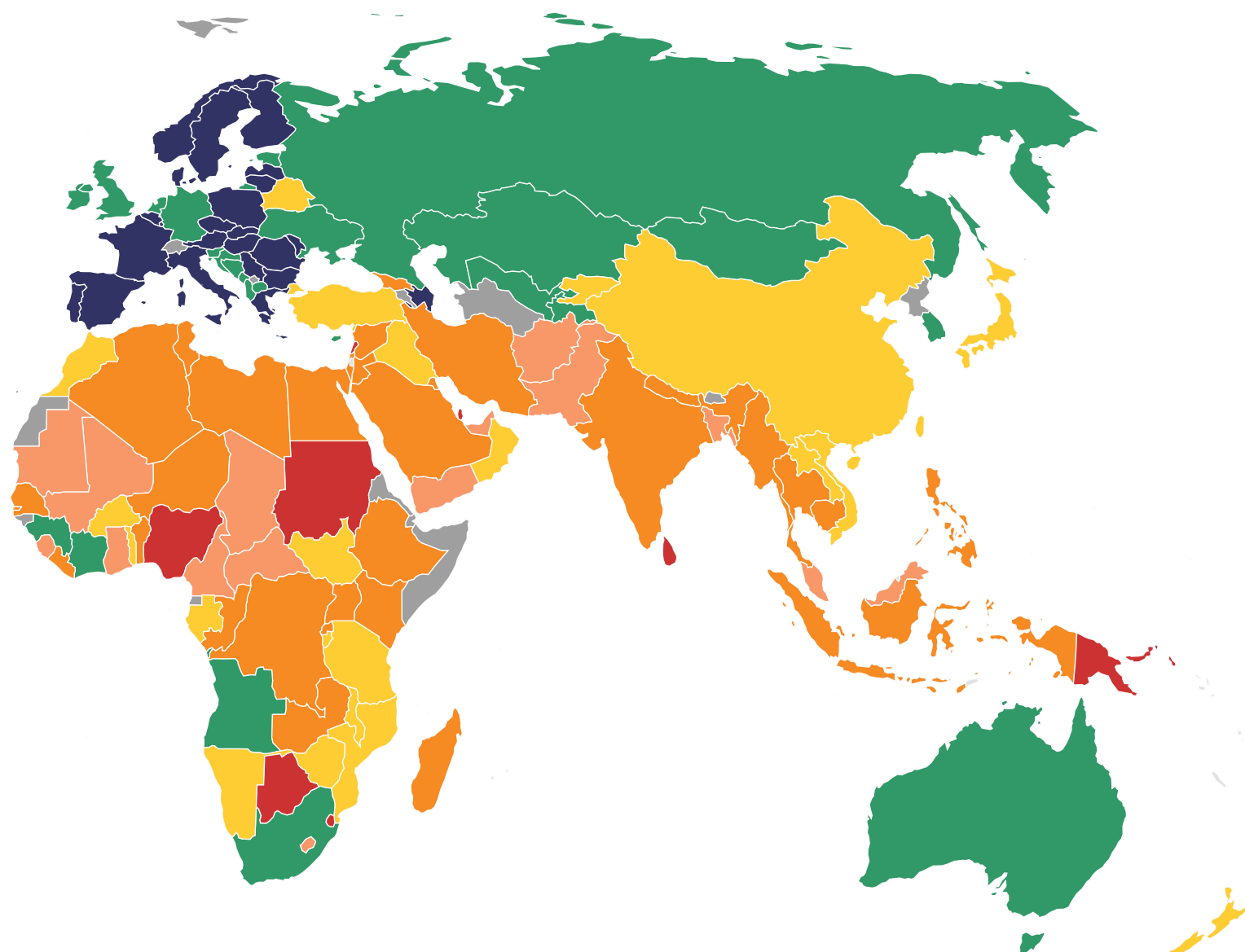
○ No change

Section 3

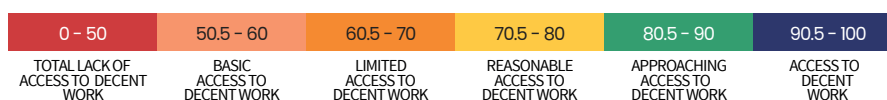
SCORES AND RATINGS

The Big Picture: LRI 2024 Ratings
















































Argentina	Costa Rica	Kyrgyz Republic	Namibia	Taiwan	
Belarus	Ecuador	Laos	New Zealand	Togo	
Burkina Faso	Gabon	Malawi	Nicaragua	Türkiye	
Burundi	Honduras	Mexico	Oman	United Republic of Tanzania	
China	Iraq	Morocco	Peru	Viet Nam	
Colombia	Japan	Mozambique	South Sudan	Zimbabwe	
Albania	Canada	Germany	Montenegro	Slovenia	Venezuela
Angola	Chile	Guinea	Netherlands	South Africa	
Australia	Côte D'Ivoire	Ireland	North Macedonia	Tajikistan	
Bosnia & Herzegovina	Croatia	Kazakhstan	Paraguay	Ukraine	
Brazil	Cyprus	Malta	Republic of Korea	United Kingdom	
Cabo Verde	Estonia	Mongolia	Russian Federation	Uzbekistan	
Austria	Finland	Lithuania	Romania		
Azerbaijan	France	Luxembourg	Serbia		
Belgium	Greece	Moldova	Slovakia		
Bulgaria	Hungary	Norway	Spain		
Czechia	Italy	Poland	Sweden		
Denmark	Latvia	Portugal			


















































Overview of Overall Scores and Ratings

	Countries	Region	LRI Score (2024)	Score Change (2022-2024)	Rating (2024)	Change in Rating (2024)
	Afghanistan	South Asia	55	0	2	-
	Albania	Eastern Europe	86.5	2	5	-
	Algeria	Middle East and North Africa	67.5	3	3	-
	Angola	Sub-Saharan Africa	82	10	5	Improved 
	Argentina	Latin America and the Caribbean	78	0	4	-
	Australia	Oceania	87	10	5	Improved 
	Austria	Western Europe	92	2	6	-
	Azerbaijan	Caucasus and Central Asia	90.5	4	6	Improved 
	Bahrain	Middle East and North Africa	67	0	3	-
	Bangladesh	South Asia	56	8	2	Improved 
	Belarus	Eastern Europe	75.5	0	4	-
	Belgium	Western Europe	95.5	-0.5	6	-
	Benin	Sub-Saharan Africa	65.5	2	3	-
	Bolivia	Latin America and the Caribbean	64	0	3	-
	Bosnia and Herzegovina	Eastern Europe	88	0	5	-
	Botswana	Sub-Saharan Africa	39.5	-2.5	1	-
	Brazil	Latin America and the Caribbean	85.5	4	5	-
	Bulgaria	Eastern Europe	91	0	6	-
	Burkina Faso	Sub-Saharan Africa	72	-3	4	-
	Burundi	Sub-Saharan Africa	72	0	4	-
	Cabo Verde	Sub-Saharan Africa	82	2.5	5	Improved 
	Cambodia	South East Asia	67.5	1.5	3	-
	Cameroon	Sub-Saharan Africa	58.5	-0.5	2	-
	Canada	North America	80.5	2	5	Improved 
	Central African Republic	Sub-Saharan Africa	56	2.5	2	-
	Chad	Sub-Saharan Africa	58	-2.5	2	Worsened 
	Chile	Latin America and the Caribbean	82.5	4.5	5	Improved 
	China	East Asia	73.5	2.5	4	-
	Colombia	Latin America and the Caribbean	75.5	2.5	4	-
	Congo	Sub-Saharan Africa	65.5	1.5	3	-
	Costa Rica	Latin America and the Caribbean	77.5	4.5	4	-
	Côte D'Ivoire	Sub-Saharan Africa	84.5	6	5	Improved 
	Croatia	Eastern Europe	89.5	2	5	-
	Cuba	Latin America and the Caribbean	60.5	0	3	-
	Cyprus	Eastern Europe	83	-0.5	5	-
	Czechia	Eastern Europe	94	2	6	-
	D.R Congo	Sub-Saharan Africa	67	2.5	3	-
	Denmark	Western Europe	93.5	2	6	-
	Ecuador	Latin America and the Caribbean	77.5	0	4	-
	Egypt	Middle East and North Africa	69.5	2	3	-
	El Salvador	Latin America and the Caribbean	68.5	7	3	-
	Estonia	Eastern Europe	85	0	5	-
	Eswatini	Sub-Saharan Africa	48	0	1	-





















































Overview of Overall Scores and Ratings

	Countries	Region	LRI Score (2024)	Score Change (2022-2024)	Rating (2024)	Change in Rating (2024)
	Ethiopia	Sub-Saharan Africa	62.5	0	3	-
	Finland	Western Europe	94	0	6	-
	France	Western Europe	94	2	6	-
	Gabon	Sub-Saharan Africa	72	2	4	Improved 
	Gambia	Sub-Saharan Africa	63	8	3	Improved 
	Georgia	Eastern Europe	63	0	3	-
	Germany	Western Europe	88.5	-0.5	5	-
	Ghana	Sub-Saharan Africa	59.5	0	2	-
	Greece	Eastern Europe	96	0	6	-
	Guatemala	Latin America and the Caribbean	54	0	2	-
	Guinea	Sub-Saharan Africa	82.5	2	5	-
	Haiti	Latin America and the Caribbean	60	2	2	-
	Honduras	Latin America and the Caribbean	70.5	2.5	4	Improved 
	Hungary	Eastern Europe	96	2.5	6	-
	India	South Asia	65	0	3	-
	Indonesia	South East Asia	62.5	2	3	-
	Iran	Middle East and North Africa	67	0	3	-
	Iraq	Middle East and North Africa	71	-2.5	4	-
	Ireland	Western Europe	86	2.5	5	-
	Israel	Middle East and North Africa	66	2	3	-
	Italy	Western Europe	94	0	6	-
	Japan	East Asia	72.5	0	4	-
	Jordan	Middle East and North Africa	69	4	3	-
	Kazakhstan	Caucasus and Central Asia	86.5	2	5	-
	Kenya	Sub-Saharan Africa	67.5	-0.5	3	-
	Kuwait	Middle East and North Africa	61	0	3	-
	Kyrgyz Republic	Caucasus and Central Asia	73.5	-2.5	4	-
	Lao PDR	South East Asia	73.5	2	4	-
	Latvia	Eastern Europe	93	0	6	-
	Lebanon	Middle East and North Africa	47	0	1	-
	Lesotho	Sub-Saharan Africa	52.5	2	2	-
	Liberia	Sub-Saharan Africa	61	0	3	-
	Libya	Middle East and North Africa	64	2	3	-
	Lithuania	Eastern Europe	93.5	0	6	-
	Luxembourg	Western Europe	94	6.5	6	Improved 
	Madagascar	Sub-Saharan Africa	67	2	3	-
	Malawi	Sub-Saharan Africa	74	6	4	Improved 
	Malaysia	South East Asia	58.5	10.5	2	Improved 
	Mali	Sub-Saharan Africa	56.5	0	2	-
	Malta	Western Europe	89.5	5	5	-
	Mauritania	Sub-Saharan Africa	56.5	0	2	-
	Mexico	Latin America and the Caribbean	74	0	4	-


























Overview of Overall Scores and Ratings

	Countries	Region	LRI Score (2024)	Score Change (2022-2024)	Rating (2024)	Change in Rating (2024)
	Moldova	Eastern Europe	91.5	0	6	-
	Mongolia	East Asia	85	2.5	5	-
	Montenegro	Eastern Europe	89	0	5	-
	Morocco	Middle East and North Africa	77	-2.5	4	-
	Mozambique	Sub-Saharan Africa	76	4.5	4	-
	Myanmar	South East Asia	67.5	4.5	3	-
	Namibia	Sub-Saharan Africa	70.5	2	4	Improved 
	Nepal	South Asia	64.5	-7.5	3	Worsened 
	Netherlands	Western Europe	90	2	5	-
	New Zealand	Oceania	74	6	4	Improved 
	Nicaragua	Latin America and the Caribbean	78.5	0	4	-
	Niger	Sub-Saharan Africa	66.5	2	3	-
	Nigeria	Sub-Saharan Africa	37	8	1	-
	North Macedonia	Eastern Europe	86	0	5	-
	Norway	Western Europe	94	6	6	Improved 
	Oman	Middle East and North Africa	74.5	25.5	4	Improved 
	Pakistan	South Asia	53.5	2.5	2	-
	Papua New Guinea	Oceania	39.5	-2.5	1	-
	Paraguay	Latin America and the Caribbean	82.5	0	5	-
	Peru	Latin America and the Caribbean	76	2	4	-
	Philippines	South East Asia	68	-2.5	3	Worsened 
	Poland	Eastern Europe	91	2	6	Improved 
	Portugal	Western Europe	93.5	0	6	-
	Qatar	Middle East and North Africa	47	0	1	-
	Republic of Korea	East Asia	83	2	5	-
	Romania	Eastern Europe	93	2	6	-
	Russian Federation	Eastern Europe	82	0	5	-
	Rwanda	Sub-Saharan Africa	70	6.5	3	-
	Saudi Arabia	Middle East and North Africa	62.5	0	3	-
	Senegal	Sub-Saharan Africa	62.5	0	3	-
	Serbia	Eastern Europe	93.5	2	6	-
	Sierra Leone	Sub-Saharan Africa	59.5	0	2	-
	Singapore	South East Asia	49	2.5	1	-
	Slovakia	Eastern Europe	93.5	2.5	6	-
	Slovenia	Eastern Europe	90	2	5	-
	South Africa	Sub-Saharan Africa	81	2	5	Improved 
	South Sudan	Sub-Saharan Africa	73.5	0	4	-
	Spain	Western Europe	92	2	6	Improved 
	Sri Lanka	South Asia	47.5	0.5	1	-
	Sudan	Sub-Saharan Africa	50	0	1	-
	Sweden	Western Europe	94	2	6	-



Overview of Overall Scores and Ratings

	Countries	Region	LRI Score (2024)	Score Change (2022-2024)	Rating (2024)	Change in Rating (2024)
	Syria	Middle East and North Africa	66.5	0	3	-
	Taiwan	East Asia	74	0	4	-
	Tajikistan	Caucasus and Central Asia	82.5	0	5	-
	Thailand	South East Asia	64	2	3	-
	Togo	Sub-Saharan Africa	74	6.5	4	Improved 
	Tunisia	Middle East and North Africa	63	0	3	-
	Türkiye	Eastern Europe	80	-2.5	4	Worsened 
	Uganda	Sub-Saharan Africa	65.5	-2.5	3	-
	Ukraine	Eastern Europe	80.5	0	5	-
	United Arab Emirates	Middle East and North Africa	55.5	8.5	2	Improved 
	United Kingdom	Western Europe	88	0	5	-
	United Republic of Tanzania	Sub-Saharan Africa	74	0	4	-
	United States of America	North America	63.5	0	3	-
	Uzbekistan	Caucasus and Central Asia	82	8.5	5	Improved 
	Venezuela	Latin America and the Caribbean	83.5	2.5	5	-
	Viet Nam	South East Asia	77.5	2.5	4	-
	Yemen	Middle East and North Africa	57	0	2	-
	Zambia	Sub-Saharan Africa	66.5	0	3	-
	Zimbabwe	Sub-Saharan Africa	73.5	2	4	-



Score overview

Scores and Ratings

Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
Afghanistan	55	40	80	80	75	40	100	40	20	75	0
Albania	86.5	80	100	60	75	100	100	100	100	100	50
Algeria	67.5	40	80	60	25	60	75	100	60	100	75
Angola	82	100	100	100	50	100	100	40	80	100	50
Argentina	78	100	80	80	50	80	75	80	60	75	100
Australia	87	80	80	60	75	100	100	100	100	100	75
Austria	92	100	100	40	100	100	100	100	80	100	100
Azerbaijan	90.5	80	100	100	75	100	100	100	100	100	50
Bahrain	67	40	80	100	50	40	75	80	80	100	25
Bangladesh	56	80	100	60	0	40	75	40	40	100	25
Belarus	75.5	80	100	60	50	100	100	80	60	75	50
Belgium	95.5	100	100	80	100	100	100	100	100	100	75
Benin	65.5	40	100	40	25	80	100	60	60	100	50
Bolivia	64	80	60	60	25	60	100	80	100	75	0
Bosnia and Herzegovina	88	80	100	40	100	80	100	100	80	100	100
Botswana	39.5	60	60	0	25	0	75	40	60	75	0
Brazil	85.5	100	100	100	50	100	100	100	80	75	50
Bulgaria	91	100	100	60	100	100	100	100	100	100	50
Burkina Faso	72	60	80	40	50	100	100	60	80	100	50
Burundi	72	80	100	60	25	40	100	80	60	100	75
Cabo Verde	82	80	100	100	50	60	75	100	80	100	75
Cambodia	67.5	100	80	80	25	60	75	100	80	75	0
Cameroon	58.5	60	80	40	25	80	75	60	40	100	25
Canada	80.5	100	80	40	50	80	100	80	100	100	75
Central African Republic	56	40	80	80	25	40	50	60	60	75	50
Chad	58	20	100	80	25	80	50	60	40	75	50
Chile	82.5	80	80	80	75	100	100	100	60	100	50
China	73.5	80	80	60	75	100	100	100	40	100	0
Colombia	75.5	80	80	60	50	100	75	100	60	75	75
Congo	65.5	40	80	60	25	80	75	60	60	100	75
Costa Rica	77.5	80	60	100	50	80	100	80	100	75	50
Côte D'Ivoire	84.5	80	100	80	25	100	100	60	100	100	100
Croatia	89.5	60	100	60	100	100	100	100	100	100	75
Cuba	60.5	40	100	40	25	60	100	80	60	100	0
Cyprus	83	60	100	40	75	100	100	100	80	100	75
Czechia	94	80	100	60	100	100	100	100	100	100	100
D.R Congo	67	60	80	40	25	100	100	60	80	100	25

Score overview

Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
Denmark	93.5	100	100	60	75	100	100	100	100	100	100
Ecuador	77.5	60	80	80	75	80	100	100	100	100	0
Egypt	69.5	80	80	60	50	60	100	100	40	100	25
El Salvador	68.5	80	60	60	25	100	75	80	80	100	25
Estonia	85	80	100	40	100	80	100	100	100	100	50
Eswatini	48	40	80	60	0	20	75	60	20	100	25
Ethiopia	62.5	60	60	100	0	60	100	60	60	100	25
Finland	94	100	100	40	100	100	100	100	100	100	100
France	94	80	100	60	100	100	100	100	100	100	100
Gabon	72	20	80	80	25	80	100	80	80	100	75
Gambia	63	40	60	60	50	80	75	60	80	100	25
Georgia	63	0	80	60	50	100	75	60	80	100	25
Germany	88.5	80	100	80	75	100	100	100	100	100	50
Ghana	59.5	40	80	20	25	40	75	60	80	100	75
Greece	96	80	100	80	100	100	100	100	100	100	100
Guatemala	54	80	60	40	25	60	100	80	20	75	0
Guinea	82.5	100	100	80	50	80	100	80	60	100	75
Haiti	60	60	80	60	25	60	75	60	80	100	0
Honduras	70.5	100	60	80	25	80	75	80	80	100	25
Hungary	96	80	100	80	100	100	100	100	100	100	100
India	65	80	100	40	50	80	75	80	20	100	25
Indonesia	62.5	60	60	80	25	40	100	80	80	100	0
Iran	67	80	80	60	50	40	100	100	60	100	0
Iraq	71	80	100	80	50	60	75	80	60	100	25
Ireland	86	40	100	40	100	80	100	100	100	100	100
Israel	66	80	60	60	0	100	50	80	80	75	75
Italy	94	80	100	60	100	100	100	100	100	100	100
Japan	72.5	80	60	40	75	80	100	100	40	100	50
Jordan	69	40	80	80	75	60	75	80	100	100	0
Kazakhstan	86.5	80	100	100	75	100	100	80	80	75	75
Kenya	67.5	60	60	60	50	60	75	60	100	100	50
Kuwait	61	60	100	40	50	60	100	80	20	100	0
Kyrgyz Republic	73.5	60	80	60	75	100	100	100	60	75	25
Lao PDR	73.5	60	60	80	50	100	75	100	60	100	50
Latvia	93	100	100	80	100	100	100	100	100	75	75
Lebanon	47	60	60	60	0	60	75	60	20	75	0
Lesotho	52.5	60	80	40	25	40	75	40	40	100	25

Score overview

Scores and Ratings

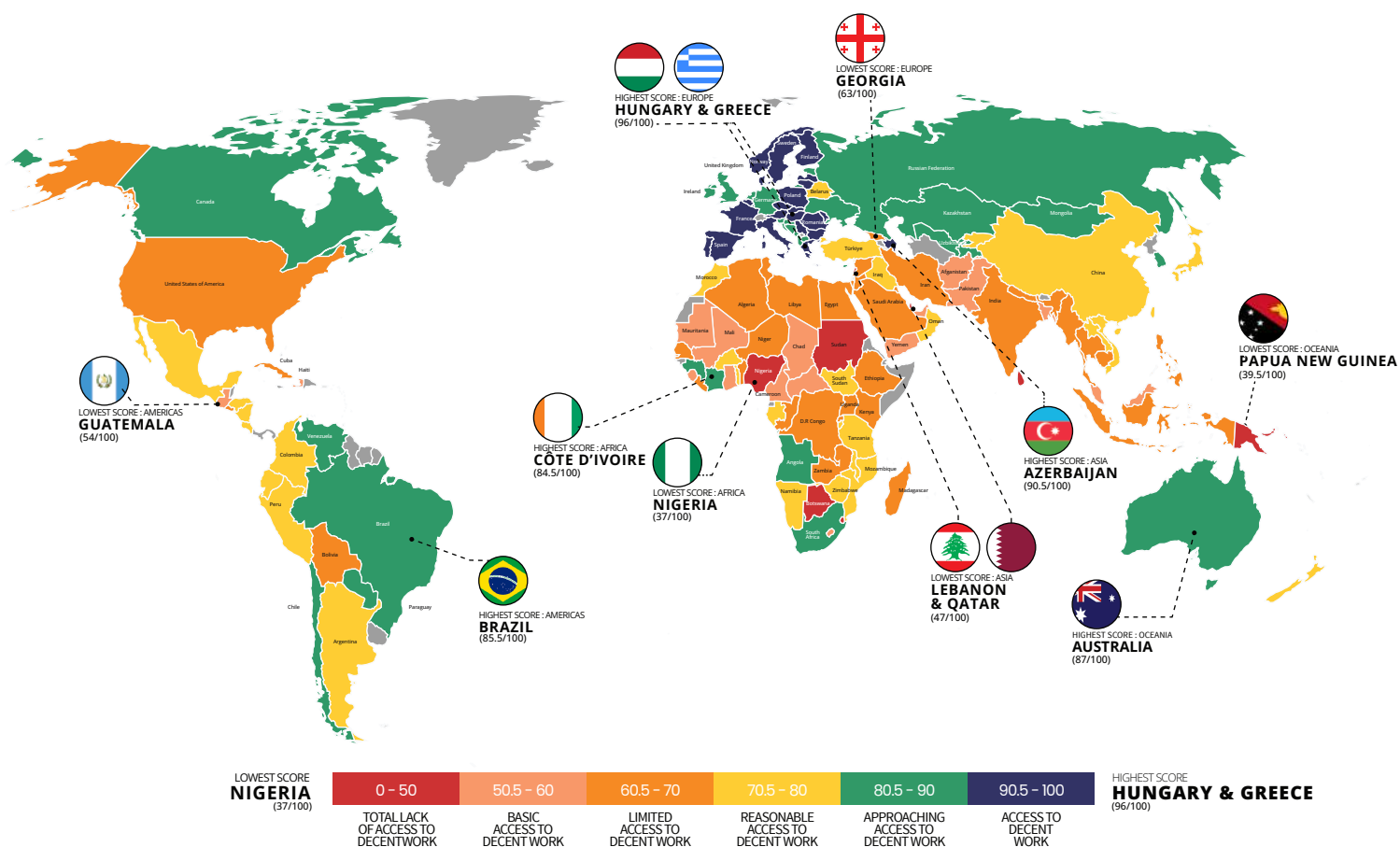
Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
Liberia	61	20	80	60	50	60	75	60	80	100	25
Libya	64	60	80	100	25	80	75	80	40	100	0
Lithuania	93.5	100	100	80	100	100	100	80	100	100	75
Luxembourg	94	100	100	60	100	80	100	100	100	100	100
Madagascar	67	80	80	60	25	80	100	60	60	100	25
Malawi	74	80	80	60	50	60	100	60	100	75	75
Malaysia	58.5	60	60	40	25	60	100	80	60	100	0
Mali	56.5	40	80	40	25	80	50	60	40	100	50
Malta	89.5	80	100	40	75	100	100	100	100	100	100
Mauritania	56.5	80	80	40	25	60	50	60	20	100	50
Mexico	74	80	60	60	50	80	100	80	80	100	50
Moldova	91.5	60	100	80	100	100	100	100	100	100	75
Mongolia	85	60	100	60	100	100	100	80	100	75	75
Montenegro	89	100	100	60	75	100	100	80	100	100	75
Morocco	77	80	100	100	25	80	75	100	60	100	50
Mozambique	76	80	100	80	50	60	100	80	60	100	50
Myanmar	67.5	80	60	80	25	60	75	100	20	100	75
Namibia	70.5	100	100	20	0	80	100	80	100	75	50
Nepal	64.5	80	80	60	50	40	100	80	80	75	0
Netherlands	90	40	80	80	100	100	100	100	100	100	100
New Zealand	74	20	80	40	25	100	100	100	100	75	100
Nicaragua	78.5	80	80	60	50	80	100	80	80	100	75
Niger	66.5	80	80	80	25	80	100	60	60	75	25
Nigeria	37	40	60	20	25	20	75	60	20	50	0
North Macedonia	86	100	100	60	50	100	100	100	100	100	50
Norway	94	80	100	60	100	100	100	100	100	100	100
Oman	74.5	40	80	100	75	80	100	100	20	100	50
Pakistan	53.5	80	60	100	25	40	75	60	20	75	0
Papua New Guinea	39.5	20	60	40	25	20	25	60	20	50	75
Paraguay	82.5	100	60	60	50	100	100	80	100	100	75
Peru	76	60	80	60	50	80	100	80	100	75	75
Philippines	68	80	60	80	50	100	75	80	80	75	0
Poland	91	80	100	100	75	80	100	100	100	100	75
Portugal	93.5	100	100	60	100	100	100	100	100	75	100
Qatar	47	80	80	60	25	20	50	60	20	75	0
Republic of Korea	83	80	80	100	100	80	100	80	60	100	50
Romania	93	100	100	80	100	100	100	100	100	75	75

Score overview

Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
Russian Federation	82	80	100	80	75	100	100	100	60	75	50
Rwanda	70	40	80	40	50	80	75	60	100	100	75
Saudi Arabia	62.5	80	80	60	25	20	100	80	80	100	0
Senegal	62.5	40	100	60	25	80	100	60	60	75	25
Serbia	93.5	100	100	60	100	100	100	100	100	100	75
Sierra Leone	59.5	40	80	60	50	80	25	60	100	100	0
Singapore	49	40	40	20	25	20	100	60	60	75	50
Slovakia	93.5	100	100	60	100	100	100	100	100	100	75
Slovenia	90	60	100	60	100	100	100	100	80	100	100
South Africa	81	80	80	40	50	80	100	80	100	100	100
South Sudan	73.5	40	100	100	50	60	100	60	100	100	25
Spain	92	40	100	80	100	100	100	100	100	100	100
Sri Lanka	47.5	40	60	60	25	40	50	60	40	100	0
Sudan	50	40	60	80	25	40	75	60	20	100	0
Sweden	94	100	100	60	100	80	100	100	100	100	100
Syria	66.5	80	100	80	50	60	100	60	60	75	0
Taiwan	74	40	80	40	100	80	75	100	100	100	25
Tajikistan	82.5	60	100	100	75	100	100	80	60	75	75
Thailand	64	80	60	60	0	80	100	100	60	75	25
Togo	74	40	80	80	25	80	100	60	100	100	75
Tunisia	63	60	60	40	50	60	100	100	60	100	0
Türkiye	80	60	80	80	100	100	100	100	80	75	25
Uganda	65.5	40	100	40	0	40	100	60	100	100	75
Ukraine	80.5	80	100	40	100	100	100	100	60	75	50
United Arab Emirates	55.5	40	100	40	25	40	75	60	100	75	0
United Kingdom	88	60	80	40	100	100	100	100	100	100	100
United Republic of Tanzania	74	60	80	40	25	80	100	80	100	100	75
United States of America	63.5	60	40	20	50	60	100	80	100	100	25
Uzbekistan	82	60	100	80	75	100	100	100	80	75	50
Venezuela	83.5	80	100	100	50	100	75	100	80	75	75
Viet Nam	77.5	80	80	60	50	100	100	80	100	100	25
Yemen	57	80	80	60	25	20	100	60	20	75	50
Zambia	66.5	60	80	60	25	80	100	60	100	75	25
Zimbabwe	73.5	80	100	60	50	80	75	60	80	100	50

Scores and Ratings

A Regional Overview



Disclaimer: The maps used in this report are sourced from AM Charts and may not reflect the political ground realities. For reference, please see <https://www.amcharts.com/>

Section 4

INDICATORS FOR DECENT WORK



Fair Wages

The Fair Wages Indicator measures whether the law stipulates minimum wages (statutory wages) or whether the wages are determined through collective bargaining. It also measures whether wages are paid regularly and timely.

Additionally, it evaluates 145 jurisdictions on their compliance with International Regulatory Standards on overtime and night work premiums alongside providing a compensatory rest day for those working on a weekly rest day.

Linkage with SDGs



- 1.1** eradicating extreme poverty
- 1.1.1 population living below the international poverty line (\$1.25 a day)
- 1.2.1 population living below the national poverty line
- 8.5** full and productive employment and decent work for all
- 8.8** protect labour rights and promote safe and secure working environments for all workers
- 10.2.1 proportion of people living below 50 per cent of median income
- 10.4** progressively achieve greater equality
- 10.4.1 labour share of GDP

LABOUR RIGHTS INDEX 2024



1.1 Minimum Wage

Does the legislation or collective negotiation set and determine the minimum wages in the country?

International Regulatory Standard

- Universal Declaration of Human Rights, 1948
- Minimum Wage Fixing Convention, 1970 (No. 131)
- International Covenant on Economic, Social and Cultural Rights (ICESCR)

Article 23(3) of the Universal Declaration of Human Rights, Article 3 of the ILO's Minimum Wage Fixing Convention, 1970 (No. 131), and Article 7 of the International Covenant on Economic, Social and Cultural Rights, 1966 (Fair Wage clauses) require that all workers have the right to just and favourable remuneration so that workers are ensured fair wages and decent living. Convention No.131 further stipulates that while determining the minimum wages, the needs of workers and their families, as well as economic factors, must be considered.

Scoring Methodology

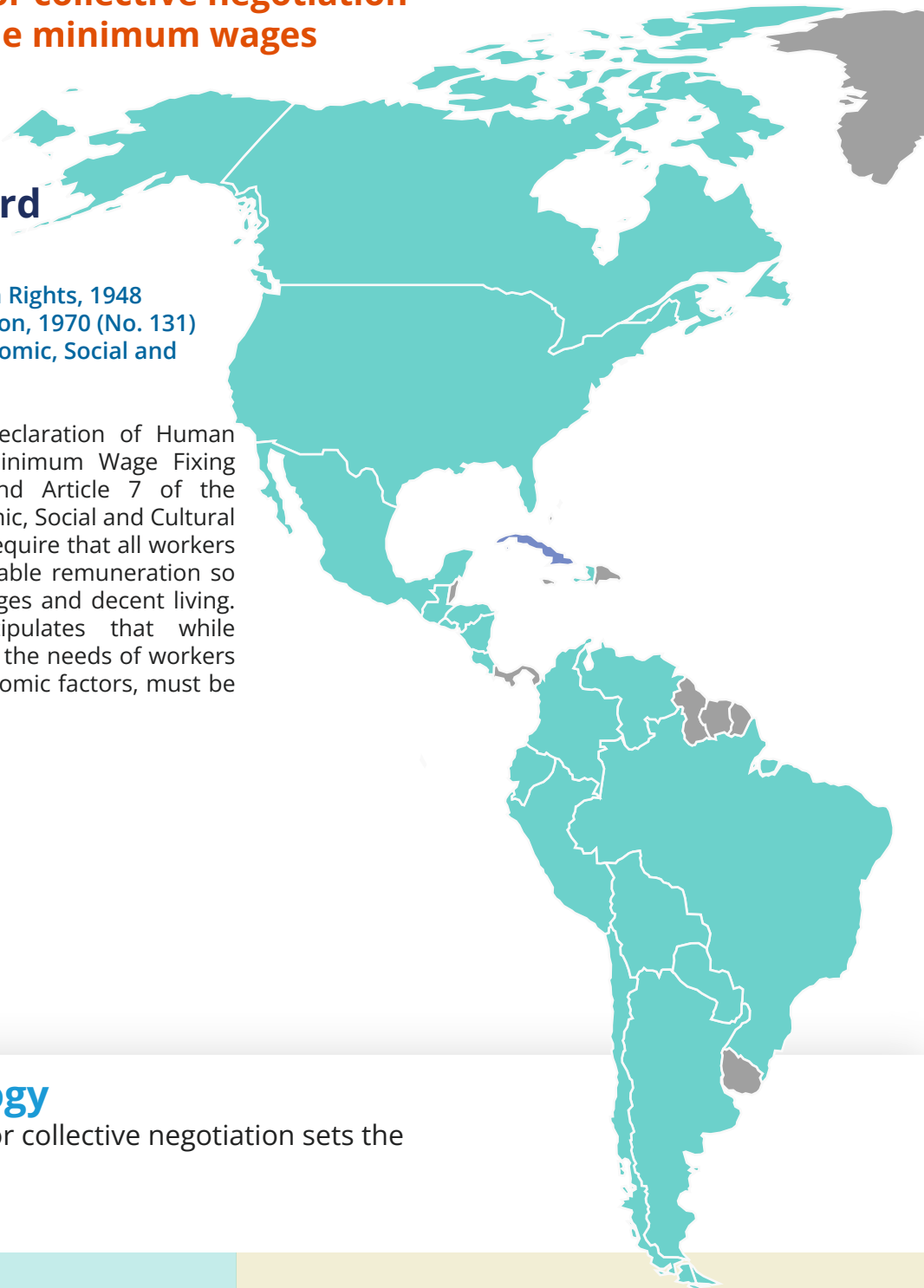
Whether labour legislation or collective negotiation sets the minimum wages:

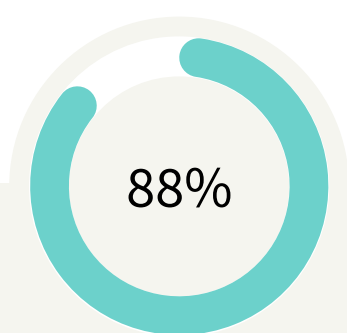
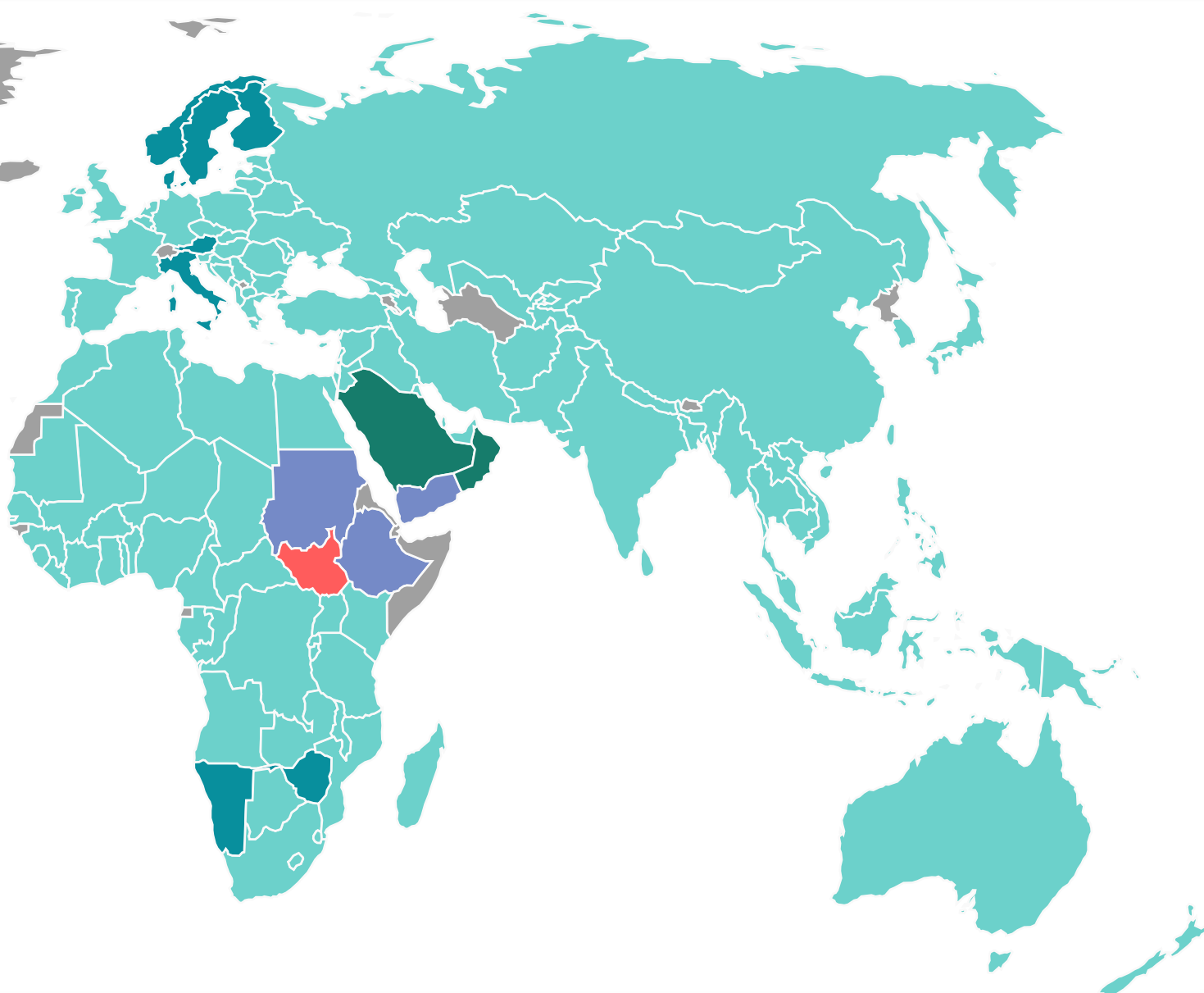
1

The minimum wages are determined under labour legislation, or bargaining at the sectoral or national level sets the minimum wage. The minimum wages must have been revised at least once during the past two years (with reference to 1 January 2022).

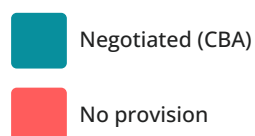
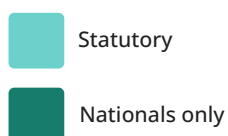
0

There is no provision on minimum wages in legislation, and in the absence of a statutory minimum wage, there is no sectoral or national level bargaining. The minimum wages have not been revised in the past two years.





Labour legislation sets statutory minimum wages in 88% of 145 countries.



128

countries have statutory minimum wage

2

countries set the minimum wage for nationals only

8

countries fix minimum wage through collective bargaining

2

countries have no provision for minimum wage

5

countries have minimum wage for public sector or civil servants only

1.2 Regular Wage

Does the law require regular and timely payment of wages?

International Regulatory Standard

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

Article 12(1) in the ILO's Protection of Wages Convention, 1949 (No. 95) and Article 11(6) of ILO's Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) state that wages should be paid regularly or at regular intervals (to reduce the likelihood of a worker becoming indebted). Such intervals must be fixed in national laws or regulations or by collective agreements, except where other suitable arrangements are provided that ensure wage payment at regular intervals. The legislation must set a time limit within which wages must be paid after the completion of a wage period.

Scoring Methodology

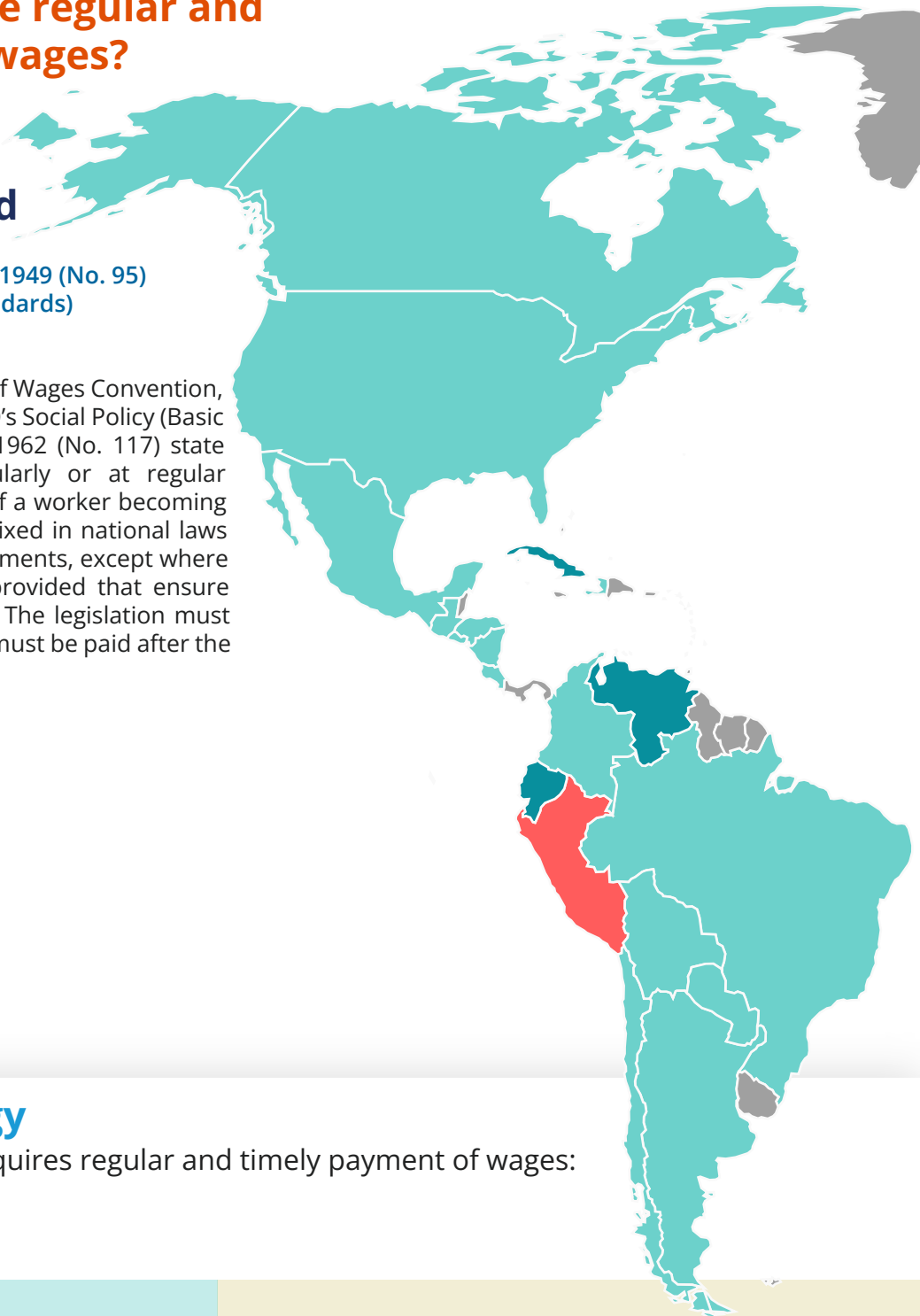
Whether labour legislation requires regular and timely payment of wages:

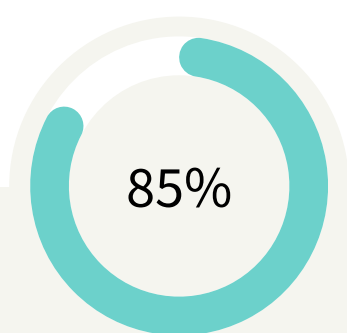
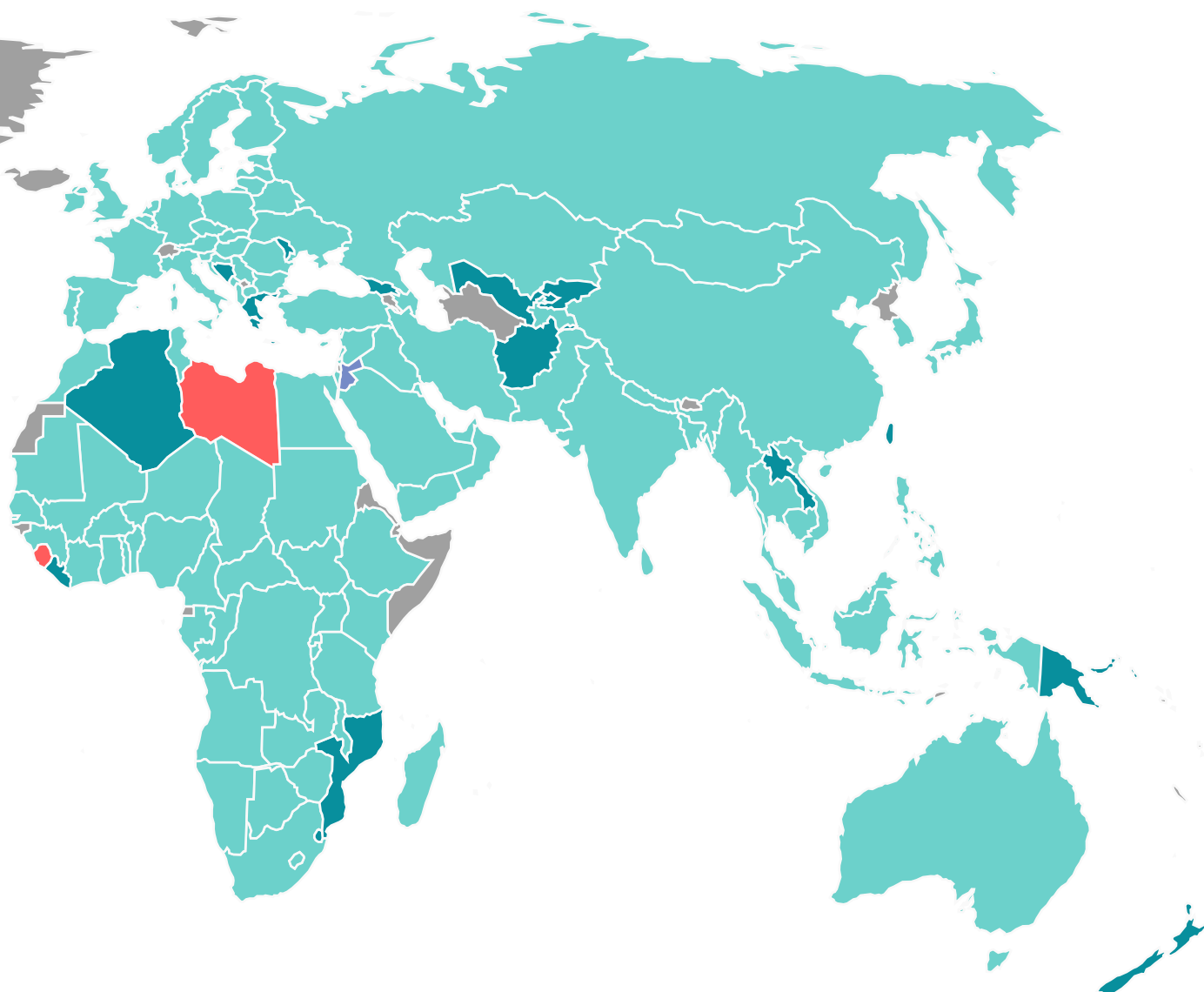
1

Labour legislation requires employers to ensure regular and timely payment of wages. Wage payment periods can be set at the hourly, daily, weekly, fortnightly or monthly levels.

0

Labour legislation does not require employers to ensure regular and timely payment of wages upon the completion of a wage period.





85% of the assessed countries require employers to disburse wages to the workers in a regular and timely manner.

Regular and timely wage payment

No provision

Regular wage payment

Not covered in the Index

Timely wage payment

123

countries have regular and timely wage payments

3

countries do not require regular or timely wages

18

countries only have regular wage payments

1

country requires timely wage payments only

1.3 Overtime Premium

Does the law require overtime compensation to be at least 125% of the regular hourly rate?

International Regulatory Standard

- Hours of Work (Industry) Convention, 1919 (No. 1)
- Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)

Article 6 of the ILO's Hours of Work (Industry) Convention, 1919 (No. 1) and Article 7 of the ILO's Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) establish that workplaces which necessarily have to carry out work after general working hours due to certain reasons such as force majeure should develop regulations (by public authority and after consultation with employers' and workers' organisations, where these organisations are present) which fix the limit of additional hours in each instance and the rate of pay for overtime not to be less than one and one-quarter times (125%) the regular rate.

Scoring Methodology

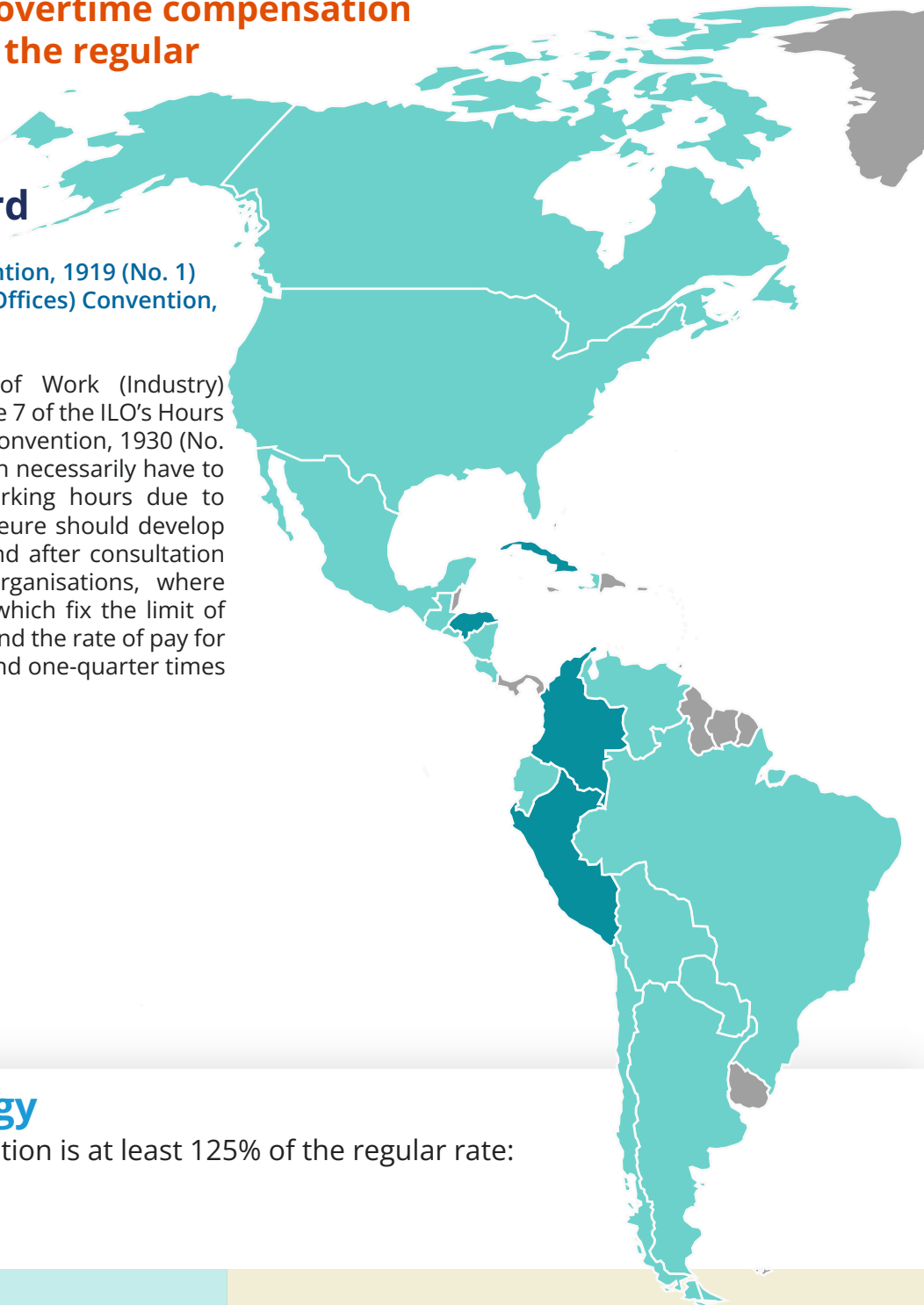
Whether overtime compensation is at least 125% of the regular rate:

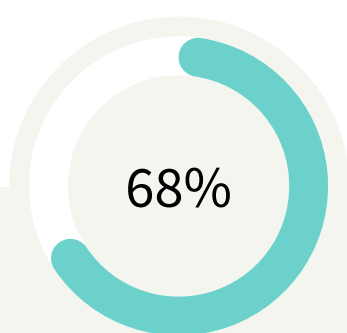
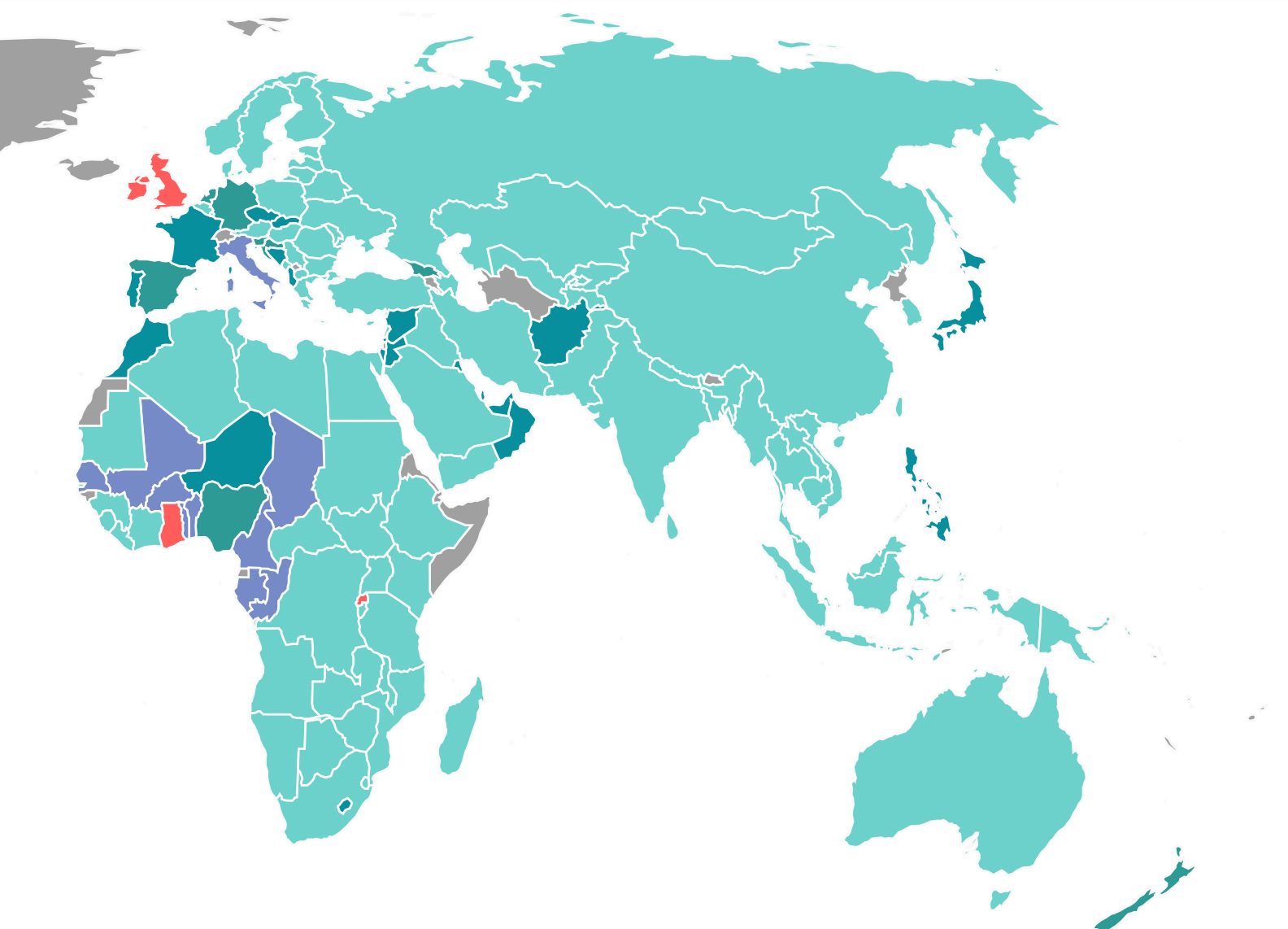
1

Monetary compensation for overtime is 125% or more of the regular hourly rate.

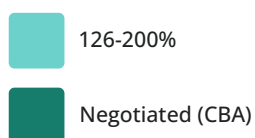
0

Overtime compensation is less than 125% of the regular hourly rate or if the legislation only requires compensatory rest/time-off for working overtime without additional monetary compensation.





68% of countries set overtime rates greater than 125% of the regular hourly wage.

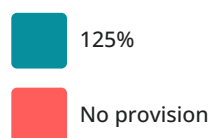


24

countries set the overtime rate at 125%

8

countries set the overtime rate through collective bargaining

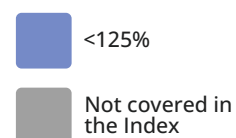


99

countries set the overtime rate at 126-200%

4

countries do not require overtime premium



10

countries set the overtime rate at <125%

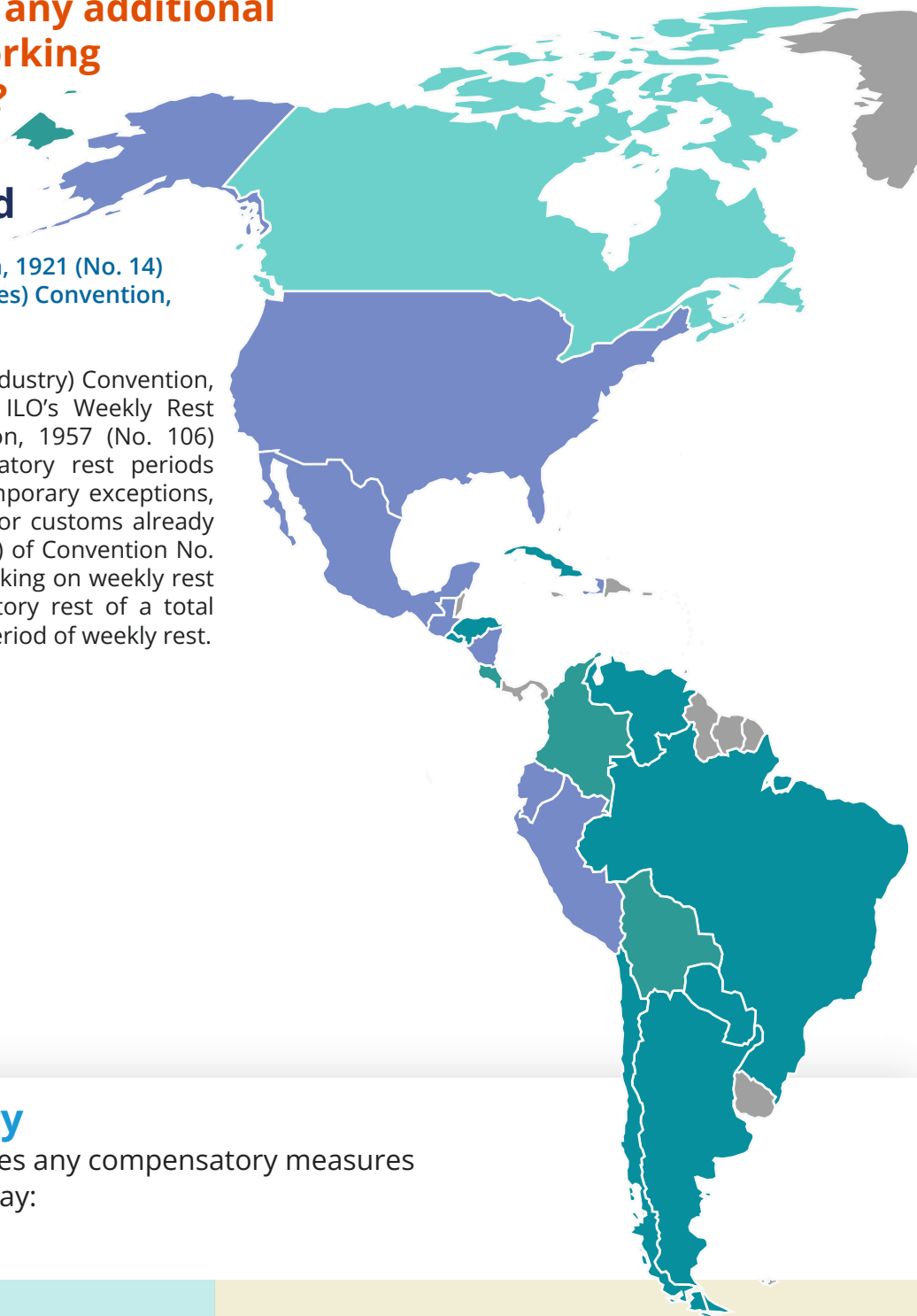
1.4 Weekly Rest Work Compensation

Does the law require any additional compensation for working on a weekly rest day?

International Regulatory Standard

- Weekly Rest (Industry) Convention, 1921 (No. 14)
- Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)

Article 5 of the ILO's Weekly Rest (Industry) Convention, 1921 (No. 14) and Article 8(3) of ILO's Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) state that provision for compensatory rest periods should be granted, with certain temporary exceptions, except in cases where agreements or customs already provide for such periods. Article 8(3) of Convention No. 106 further requires that those working on weekly rest day(s) "shall be granted compensatory rest of a total duration at least equivalent to the period of weekly rest."



Scoring Methodology

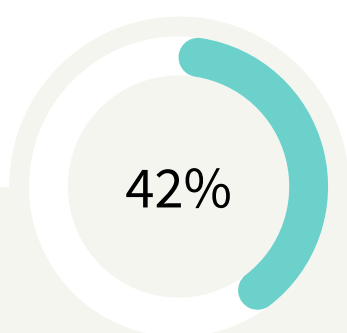
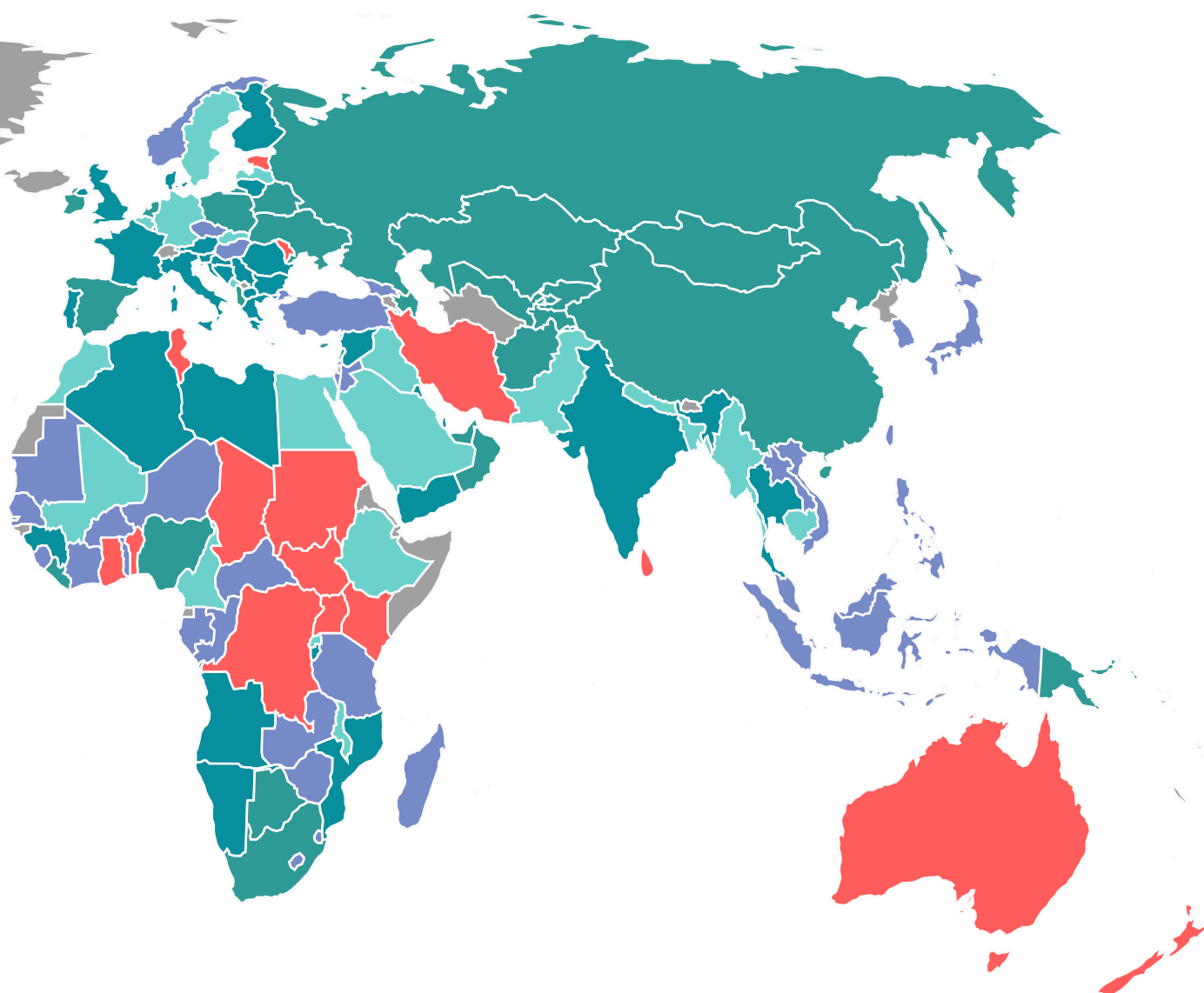
Whether the legislation includes any compensatory measures for working on a weekly rest day:

1

The legislation requires the provision of a compensatory rest day, or workers are given both the substitute day off and a premium payment.

0

Working on a weekly rest day is compensated with only a premium payment, or employers can choose to either pay a premium or give a substitute day off.



Only 42% (61 countries) of the 145 countries require at least one compensatory rest day for working on a weekly rest day.

Compensatory rest day

Choice between time-off and premium payment

Time-off and premium payment

No provision

Premium payment

Not covered in the Index

23

countries require compensatory rest day

28

countries provide either time off or a premium payment

38

countries provide time off and premium payment

15

countries have no provision for weekly rest day compensation

41

countries require only premium payment

1.5 Night Work Premium

Does the law require additional compensation for night work?

International Regulatory Standard

- Night Work Convention, 1990 (No. 171)
- Night Work Recommendation, 1990 (No. 178)

As per Article 8 of the ILO's Night Work Convention, 1990 (No. 171), compensation for night workers (in the form of working time, pay, or similar benefits) shall recognise the nature of night work. Paragraph 8 of the Night Work Recommendation, 1990 (No. 178) stipulates that "night work should generally give rise to appropriate financial compensation. Such compensation should be additional to the remuneration paid for the same work performed to the same requirements during the day and may by agreement be converted into reduced working time".

Article 1 of the Convention No. 171 defines night work and night worker as follows:

Night work: All work which is performed during a period of not less than seven consecutive hours, including the interval from midnight to 5 a.m., to be determined by the competent authority after consulting the most representative organisations of employers and workers or by collective agreements;

Night worker: An employed person whose work requires performance of a substantial number of hours of night work which exceeds a specified limit. This limit shall be fixed by the competent authority after consulting the most representative organisations of employers and workers or by collective agreements.

Scoring Methodology

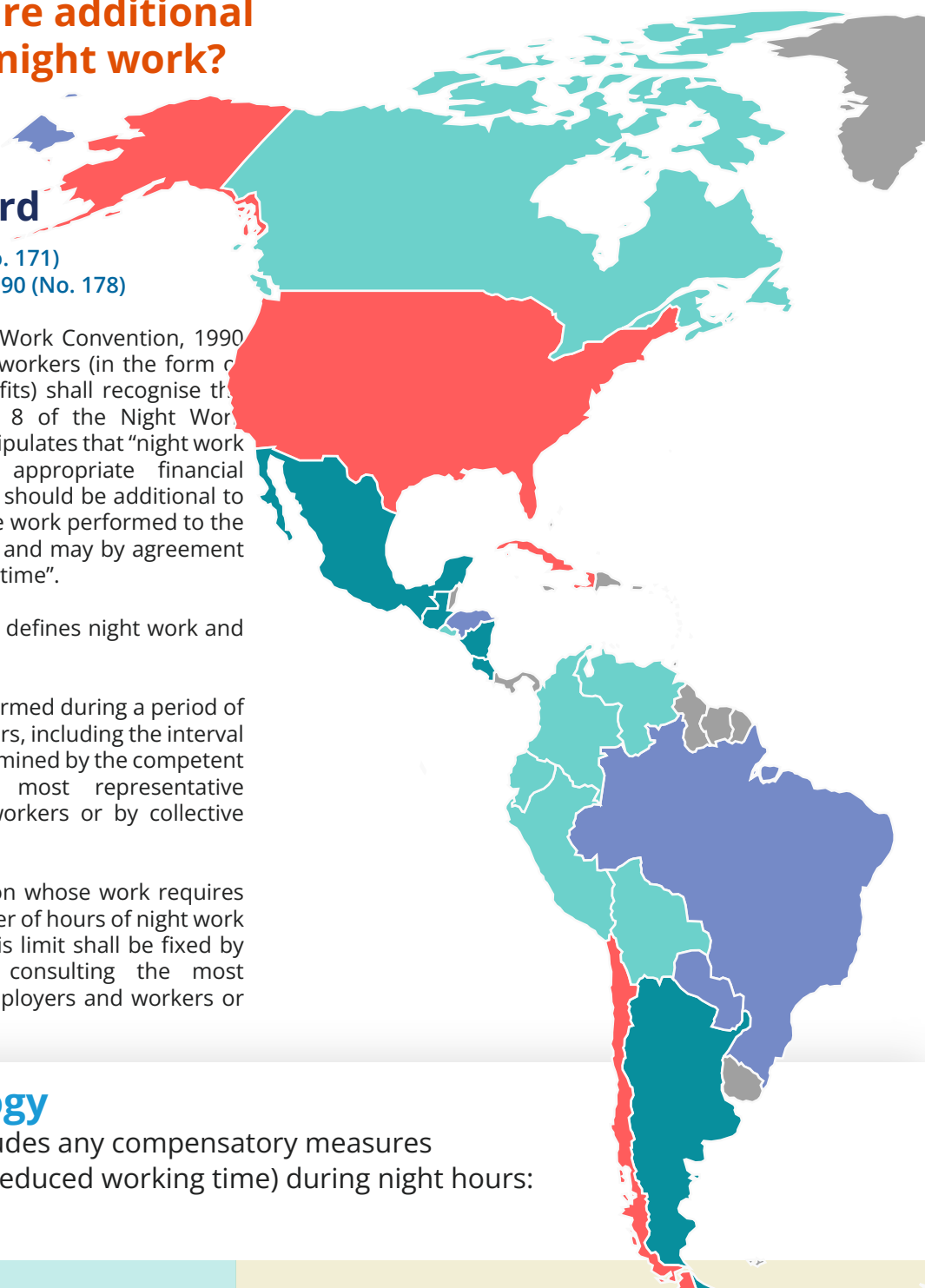
Whether the legislation includes any compensatory measures (financial compensation or reduced working time) during night hours:

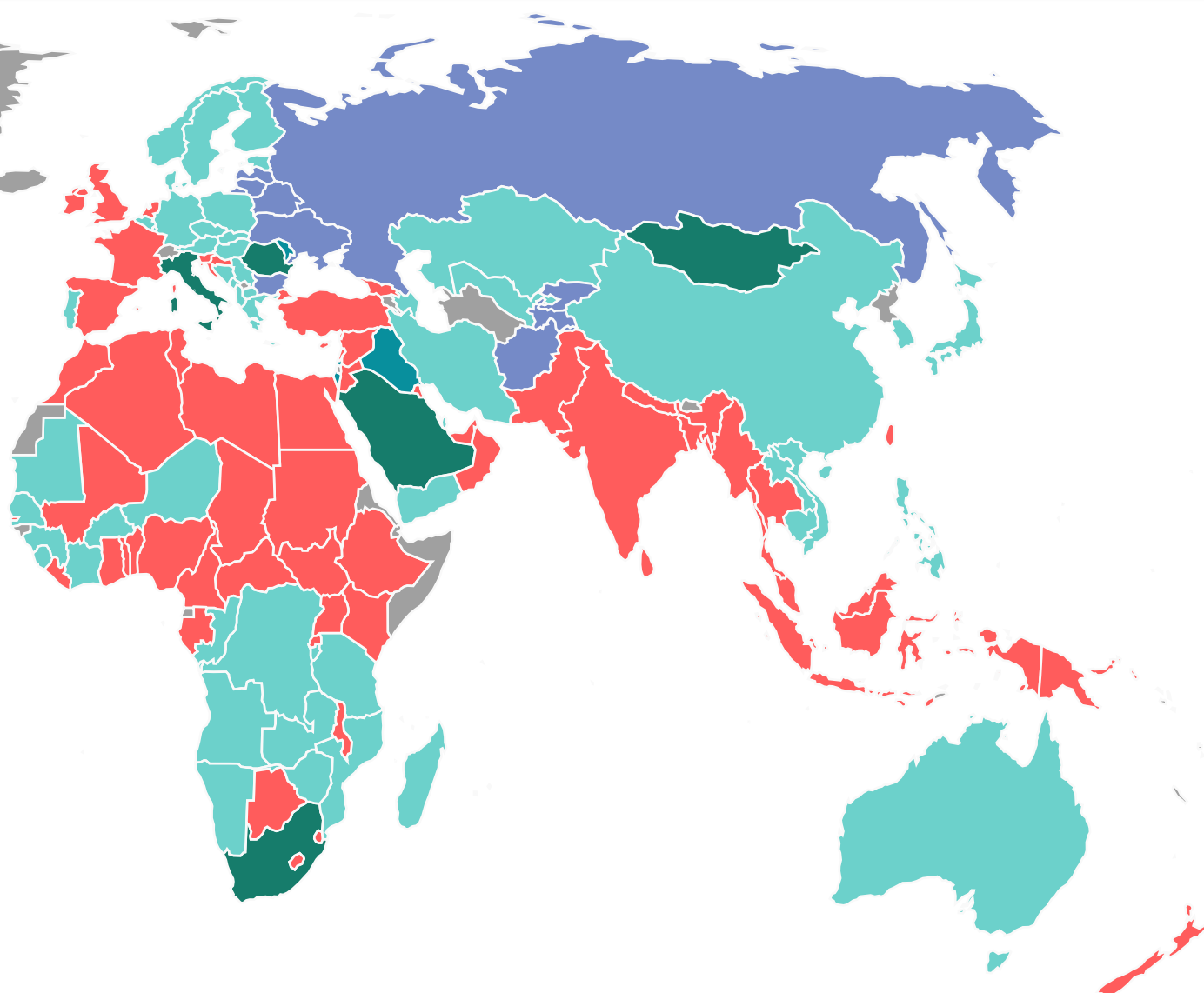
1

Monetary compensation is awarded for work during night hours or general working hours for night workers are reduced through shorter shifts or an additional day off.

0

Night work does not lead to a premium payment or reduced working hours.








42%


42% of the 145 countries were found to fall short of the International Regulatory Standard.


 Additional monetary compensation

 Choice between compensation or time-off

 Reduced working hours

 No provision

 Monetary compensation and reduced working hours

 Not covered in the Index

59

countries require additional monetary compensation

8

countries prescribe reduced working hours

12

countries set forth both compensation and reduced hours

5

countries stipulate a choice between compensation and time-off

61

countries do not impose night work premium or time-off

Minimum Wage Fixing Mechanism

Region	Statutory	Negotiated	Public Sector Coverage only	National Only	No Provision	Covered Countries
Africa	Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Eswatini, Gabon, Gambia , Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Morocco, Mozambique, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia	Chad, Namibia, Zimbabwe	Egypt, Ethiopia, Sudan		South Sudan	45
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela		Cuba			19
Asia	Afghanistan, Azerbaijan, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Mongolia, Myanmar, Nepal, Pakistan, Philippines, Qatar, Republic of Korea, Sri Lanka, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam		Bahrain, Yemen	Oman, Saudi Arabia	Singapore,	38
Europe	Albania, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Estonia, France, Georgia, Germany, Greece, Hungary, Ireland, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Türkiye, Ukraine, United Kingdom	Austria, Denmark, Finland, Italy, Norway, Sweden				40
Oceania	Australia, New Zealand, Papua New Guinea					3
Total Countries	127	9	5	2	2	145

Regular Wage Payment

Region	Timely Wage payment	Regular Wage Payment	Regular and timely wage payment	No provision	Covered Countries
Africa		Algeria, Eswatini, Liberia, Mozambique	Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Gambia , Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Mauritania, Morocco, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Libya, Sierra Leone	45
Americas		Cuba, Ecuador, Venezuela	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, United States of America	Peru	19
Asia	Jordan	Kyrgyz Republic, Lao People's Democratic Republic, Taiwan , Uzbekistan	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Singapore, Sri Lanka, Syria, Tajikistan, Thailand, United Arab Emirates, Viet Nam, Yemen		38
Europe		Bosnia and Herzegovina, Georgia, Greece, Moldova	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania		New Zealand, Papua New Guinea	Australia		3
Total Countries	1	18	123	3	145

Fair Wages - comparative tables

Overtime Premium

Region	125%	126-200%	CBA	Less than 125%	No Provision	Covered Countries
Africa	Lesotho, Morocco, Niger	Algeria, Angola, Botswana, Burundi, Cabo Verde, Central African Republic, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gambia , Guinea, Kenya, Liberia, Libya, Madagascar, Malawi, Mauritania, Mozambique, Namibia, Sierra Leone, South Africa, South Sudan, Sudan, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Nigeria	Benin, Burkina Faso, Cameroon, Chad, Congo, Gabon, Mali, Senegal, Togo	Ghana, Rwanda	45
Americas	Colombia, Cuba, Honduras, Peru	Argentina, Bolivia, Brazil, Canada, Chile, Costa Rica, Ecuador, El Salvador, Guatemala, Haiti, Mexico, Nicaragua, Paraguay, United States of America, Venezuela(Bolivarian Republic of)				19
Asia	Afghanistan, Bahrain, Israel, Japan, Jordan, Kuwait, Oman, Philippines, Qatar, Syria, United Arab Emirates	Azerbaijan, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Kazakhstan, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Mongolia, Myanmar, Nepal, Pakistan, Republic of Korea, Saudi Arabia, Singapore, Sri Lanka, Taiwan , Tajikistan, Thailand, Uzbekistan, Viet Nam, Yemen				38
Europe	Albania, Bosnia and Herzegovina, Czechia, France, Portugal, Slovakia	Austria, Belarus, Belgium, Bulgaria, Cyprus, Denmark, Estonia, Finland, Greece, Hungary, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, North Macedonia, Norway, Poland, Romania, Russian Federation, Serbia, Sweden, Türkiye, Ukraine	Croatia, Georgia, Germany, Netherlands, Slovenia, Spain	Italy	Ireland, United Kingdom	40
Oceania		Australia, Papua New Guinea	New Zealand			3
Total Countries	24	99	8	10	4	145

Weekly Rest Work Compensation








































































































































Region	Choice between Time-off and premium payment	Time-off and premium payment	Compensatory Rest Day	Premium Payment	No provision	Covered Countries
Africa	Botswana, Liberia, Nigeria, South Africa	Algeria, Angola, Burundi, Guinea, Libya, Mozambique, Namibia	Cabo Verde, Cameroon, Egypt, Ethiopia, Malawi, Mali, Morocco, Rwanda	Burkina Faso, Central African Republic, Congo, Côte D'Ivoire, Eswatini, Gabon, Gambia , Lesotho, Madagascar, Mauritania, Niger, Senegal, Sierra Leone, Togo, United Republic of Tanzania, Zambia, Zimbabwe	Benin, Chad, Democratic Republic of the Congo, Ghana, Kenya, South Sudan, Sudan, Tunisia, Uganda	45
Americas	Bolivia, Colombia, Costa Rica	Argentina, Brazil, Chile, Cuba, El Salvador, Honduras, Paraguay, Venezuela	Canada	Ecuador, Guatemala, Haiti, Mexico, Nicaragua, Peru, United States of America		19
Asia	Afghanistan, Azerbaijan, China, Kazakhstan, Kyrgyz Republic, Lebanon, Mongolia, Oman, Tajikistan, United Arab Emirates, Uzbekistan	India, Kuwait, Qatar, Syria, Thailand, Yemen	Bangladesh, Cambodia, Iraq, Myanmar, Nepal, Pakistan, Saudi Arabia	Bahrain, Indonesia, Israel, Japan, Jordan, Lao People's Democratic Republic, Malaysia, Philippines, Republic of Korea, Singapore, Taiwan , Viet Nam	Iran, Sri Lanka	38
Europe	Albania, Belarus, Cyprus, Ireland, Netherlands, Poland, Russian Federation, Spain, Ukraine	Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Denmark, Finland, France, Greece, Italy, Lithuania, Luxembourg, North Macedonia, Portugal, Romania, Serbia, Slovenia, United Kingdom	Belgium, Germany, Latvia, Malta, Montenegro, Slovakia, Sweden	Czechia, Georgia, Hungary, Norway, Türkiye	Estonia, Moldova	40
Oceania	Papua New Guinea				Australia, New Zealand	3
Total Countries	28	38	23	41	15	145

Night Work Premium

Region	Additional Monetary Compensation	Reduced Working Hours	Both	Choice	No provision	Covered Countries
Africa	Angola, Burkina Faso, Burundi, Cabo Verde, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Guinea, Madagascar, Mauritania, Mozambique, Namibia, Niger, Senegal, Sierra Leone, United Republic of Tanzania, Zambia, Zimbabwe			South Africa	Algeria, Benin, Botswana, Cameroon, Central African Republic, Chad, Egypt, Eswatini, Ethiopia, Gabon, Gambia , Ghana, Kenya, Lesotho, Liberia, Libya, Malawi, Mali, Morocco, Nigeria, Rwanda, South Sudan, Sudan, Togo, Tunisia, Uganda	45
Americas	Bolivia, Canada, Colombia, Ecuador, El Salvador, Peru, Venezuela, Bolivarian Republic of	Argentina, Costa Rica, Guatemala, Mexico, Nicaragua	Brazil, Honduras, Paraguay		Chile, Cuba, Haiti, United States of America	19
Asia	Azerbaijan, Cambodia, China, Iran, Japan, Kazakhstan, Lao People's Democratic Republic, Philippines, Qatar, Republic of Korea, Uzbekistan, Viet Nam, Yemen	Iraq Israel	Afghanistan, Kyrgyz Republic, Tajikistan	Mongolia, Saudi Arabia	Bahrain, Bangladesh, India, Indonesia, Jordan, Kuwait, Lebanon, Malaysia, Myanmar, Nepal, Oman, Pakistan, Singapore, Sri Lanka, Syria, Taiwan , Thailand, United Arab Emirates	38
Europe	Albania, Austria, Belgium, Bosnia and Herzegovina, Czechia, Denmark, Estonia, Finland, Germany, Greece, Hungary, Luxembourg, Montenegro, North Macedonia, Norway, Poland, Portugal, Serbia, Slovakia, Sweden	Moldova	Belarus, Bulgaria, Latvia, Lithuania, Russian Federation, Ukraine	Italy, Romania	Croatia, Cyprus, France, Georgia, Ireland, Malta, Netherlands, Slovenia, Spain, Türkiye, United Kingdom	40
Oceania	Australia				New Zealand, Papua New Guinea	3
Total Countries	59	8	12	5	61	145

Fair Wages - country score snapshot

 Represents a score of 1  Represents a score of 0

Country	Region	Minimum Wage	Regular Wage Payment	Overtime Premium	Weekly Rest Work Compensation	Night Work Premium
Afghanistan	South Asia					
Albania	Eastern Europe					
Algeria	Middle East and North Africa					
Angola	Sub-Saharan Africa					
Argentina	Latin America and the Caribbean					
Australia	Oceania					
Austria	Western Europe					
Azerbaijan	Caucasus and Central Asia					
Bahrain	Middle East and North Africa					
Bangladesh	South Asia					
Belarus	Eastern Europe					
Belgium	Western Europe					
Benin	Sub-Saharan Africa					
Bolivia	Latin America and the Caribbean					
Bosnia and Herzegovina	Eastern Europe					
Botswana	Sub-Saharan Africa					
Brazil	Latin America and the Caribbean					
Bulgaria	Eastern Europe					
Burkina Faso	Sub-Saharan Africa					
Burundi	Sub-Saharan Africa					
Cabo Verde	Sub-Saharan Africa					
Cambodia	South East Asia					
Cameroon	Sub-Saharan Africa					
Canada	North America					
Central African Republic	Sub-Saharan Africa					
Chad	Sub-Saharan Africa					
Chile	Latin America and the Caribbean					

Fair Wages - country score snapshot

59








































































































































● Represents a score of 1 ● Represents a score of 0

Country	Region	Minimum Wage	Regular Wage Payment	Overtime Premium	Weekly Rest Work Compensation	Night Work Premium
China	East Asia	●	●	●	●	●
Colombia	Latin America and the Caribbean	●	●	●	●	●
Congo	Sub-Saharan Africa	●	●	●	●	●
Costa Rica	Latin America and the Caribbean	●	●	●	●	●
Côte D'Ivoire	Sub-Saharan Africa	●	●	●	●	●
Croatia	Eastern Europe	●	●	●	●	●
Cuba	Latin America and the Caribbean	●	●	●	●	●
Cyprus	Eastern Europe	●	●	●	●	●
Czechia	Eastern Europe	●	●	●	●	●
D.R Congo	Sub-Saharan Africa	●	●	●	●	●
Denmark	Western Europe	●	●	●	●	●
Ecuador	South America	●	●	●	●	●
Egypt	Middle East and North Africa	●	●	●	●	●
El Salvador	Latin America and the Caribbean	●	●	●	●	●
Estonia	Eastern Europe	●	●	●	●	●
Eswatini	Sub-Saharan Africa	●	●	●	●	●
Ethiopia	Sub-Saharan Africa	●	●	●	●	●
Finland	Western Europe	●	●	●	●	●
France	Western Europe	●	●	●	●	●
Gabon	Sub-Saharan Africa	●	●	●	●	●
Gambia	Sub-Saharan Africa	●	●	●	●	●
Georgia	Caucasus and Central Asia	●	●	●	●	●
Germany	Western Europe	●	●	●	●	●
Ghana	Sub-Saharan Africa	●	●	●	●	●
Greece	Eastern Europe	●	●	●	●	●
Guatemala	Latin America and the Caribbean	●	●	●	●	●
Guinea	Sub-Saharan Africa	●	●	●	●	●

Fair Wages - country score snapshot








































































































































60

 Represents a score of 1  Represents a score of 0

Country	Region	Minimum Wage	Regular Wage Payment	Overtime Premium	Weekly Rest Work Compensation	Night Work Premium
Haiti	Latin America and the Caribbean					
Honduras	Latin America and the Caribbean					
Hungary	Eastern Europe					
India	South Asia					
Indonesia	South East Asia					
Iran	Middle East and North Africa					
Iraq	Middle East and North Africa					
Ireland	Western Europe					
Israel	Middle East and North Africa					
Italy	Western Europe					
Japan	East Asia					
Jordan	Middle East and North Africa					
Kazakhstan	Caucasus and Central Asia					
Kenya	Sub-Saharan Africa					
Kuwait	Middle East and North Africa					
Kyrgyzstan	Caucasus and Central Asia					
Lao PDR	South East Asia					
Latvia	Eastern Europe					
Lebanon	Middle East and North Africa					
Lesotho	Sub-Saharan Africa					
Liberia	Sub-Saharan Africa					
Libya	Middle East and North Africa					
Lithuania	Eastern Europe					
Luxembourg	Western Europe					
Madagascar	Sub-Saharan Africa					
Malawi	Sub-Saharan Africa					
Malaysia	South East Asia					

Fair Wages - country score snapshot

 Represents a score of 1  Represents a score of 0

Country	Region	Minimum Wage	Regular Wage Payment	Overtime Premium	Weekly Rest Work Compensation	Night Work Premium
Mali	Sub-Saharan Africa					
Malta	Western Europe					
Mauritania	Sub-Saharan Africa					
Mexico	Latin America and the Caribbean					
Moldova	Eastern Europe					
Mongolia	East Asia					
Montenegro	Eastern Europe					
Morocco	Middle East and North Africa					
Mozambique	Sub-Saharan Africa					
Myanmar	South East Asia					
Namibia	Sub-Saharan Africa					
Nepal	South Asia					
Netherlands	Western Europe					
New Zealand	Oceania					
Nicaragua	Latin America and the Caribbean					
Niger	Sub-Saharan Africa					
Nigeria	Sub-Saharan Africa					
North Macedonia	Eastern Europe					
Norway	Western Europe					
Oman	Middle East and North Africa					
Pakistan	South Asia					
Papua New Guinea	Oceania					
Paraguay	Latin America and the Caribbean					
Peru	Latin America and the Caribbean					
Philippines	South East Asia					
Poland	Eastern Europe					
Portugal	Western Europe					



















































Fair Wages - country score snapshot

● Represents a score of 1 ● Represents a score of 0

Country	Region	Minimum Wage	Regular Wage Payment	Overtime Premium	Weekly Rest Work Compensation	Night Work Premium
Qatar	Middle East and North Africa	●	●	●	●	●
Republic of Korea	East Asia	●	●	●	●	●
Romania	Eastern Europe	●	●	●	●	●
Russian Federation	Eastern Europe	●	●	●	●	●
Rwanda	Sub-Saharan Africa	●	●	●	●	●
Saudi Arabia	Middle East and North Africa	●	●	●	●	●
Senegal	Sub-Saharan Africa	●	●	●	●	●
Serbia	Eastern Europe	●	●	●	●	●
Sierra Leone	Sub-Saharan Africa	●	●	●	●	●
Singapore	South East Asia	●	●	●	●	●
Slovakia	Eastern Europe	●	●	●	●	●
Slovenia	Eastern Europe	●	●	●	●	●
South Africa	Sub-Saharan Africa	●	●	●	●	●
South Sudan	Sub-Saharan Africa	●	●	●	●	●
Spain	Western Europe	●	●	●	●	●
Sri Lanka	South Asia	●	●	●	●	●
Sudan	Sub-Saharan Africa	●	●	●	●	●
Sweden	Western Europe	●	●	●	●	●
Syria	Middle East and North Africa	●	●	●	●	●
Taiwan	East Asia	●	●	●	●	●
Tajikistan	Caucasus and Central Asia	●	●	●	●	●
Thailand	South East Asia	●	●	●	●	●
Togo	Sub-Saharan Africa	●	●	●	●	●
Tunisia	Middle East and North Africa	●	●	●	●	●
Türkiye	Eastern Europe	●	●	●	●	●
Uganda	Sub-Saharan Africa	●	●	●	●	●
Ukraine	Eastern Europe	●	●	●	●	●

Fair Wages - country score snapshot

 Represents a score of 1  Represents a score of 0

Country	Region	Minimum Wage	Regular Wage Payment	Overtime Premium	Weekly Rest Work Compensation	Night Work Premium
United Arab Emirates	Middle East and North Africa					
United Kingdom	Western Europe					
United Republic of Tanzania	Sub-Saharan Africa					
United States of America	North America					
Uzbekistan	Caucasus and Central Asia					
Venezuela	Latin America and the Caribbean					
Viet Nam	South East Asia					
Yemen	Middle East and North Africa					
Zambia	Sub-Saharan Africa					
Zimbabwe	Sub-Saharan Africa					



Decent Working Hours

The Decent Working Hours indicator measures whether workers' health and well-being are preserved while ensuring their productivity and motivation.

It assesses the relevant legislation on working hours, overtime, and paid rest days—weekly rest, public holidays, and annual leave.

Linkage with SDGs



8.5 full and productive employment and decent work for all
8.8 protect labour rights and promote safe and secure working environments for all worker

LABOUR RIGHTS INDEX 2024



2.1 General Weekly Working Hours

Does the law stipulate general weekly working hours as 48 hours or lower?

International Regulatory Standard

- Hours of Work (Industry) Convention, 1919 (No. 1)
- Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
- Forty-Hour Week Convention, 1935 (No. 47)

Articles 2 and 3 of Convention No.1 (C001) and Convention No.30 (C030), respectively, state that the working hours of employed persons should not exceed eight in the day and forty-eight in the week. Article 1 (C047) approves a forty-hour work week, which is applied in a way that does not reduce the living standard of workers due to reduced remuneration.

C001 states the following exceptions:

- the provision on the forty-eight-hour threshold does not apply to supervisory, management, and confidential positions,
- or whereby law, custom or agreement between employers' and workers' organisations or employers' and workers' representatives vary the daily hours limit (but not more than nine hours)
- or where shift workers are employed in excess of eight hours in a day and forty-eight hours in a week if the average hours over three weeks do not exceed eight per day and forty-eight per week.

Scoring Methodology

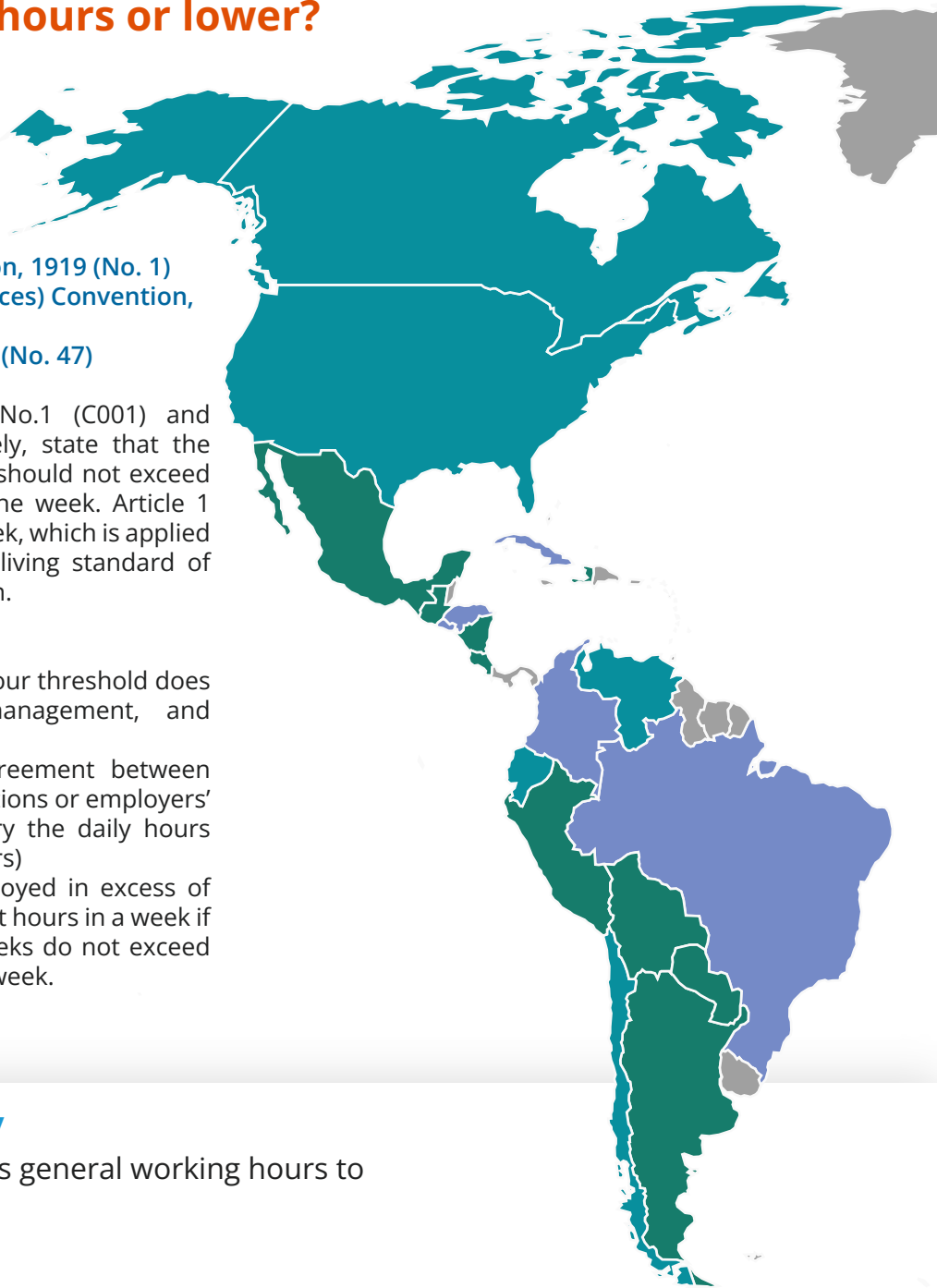
Whether labour legislation limits general working hours to 48 hours per week:

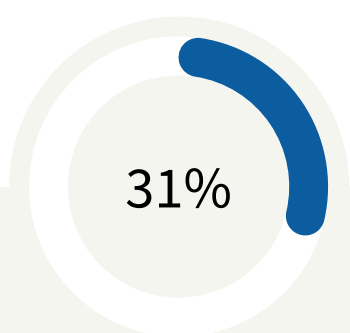
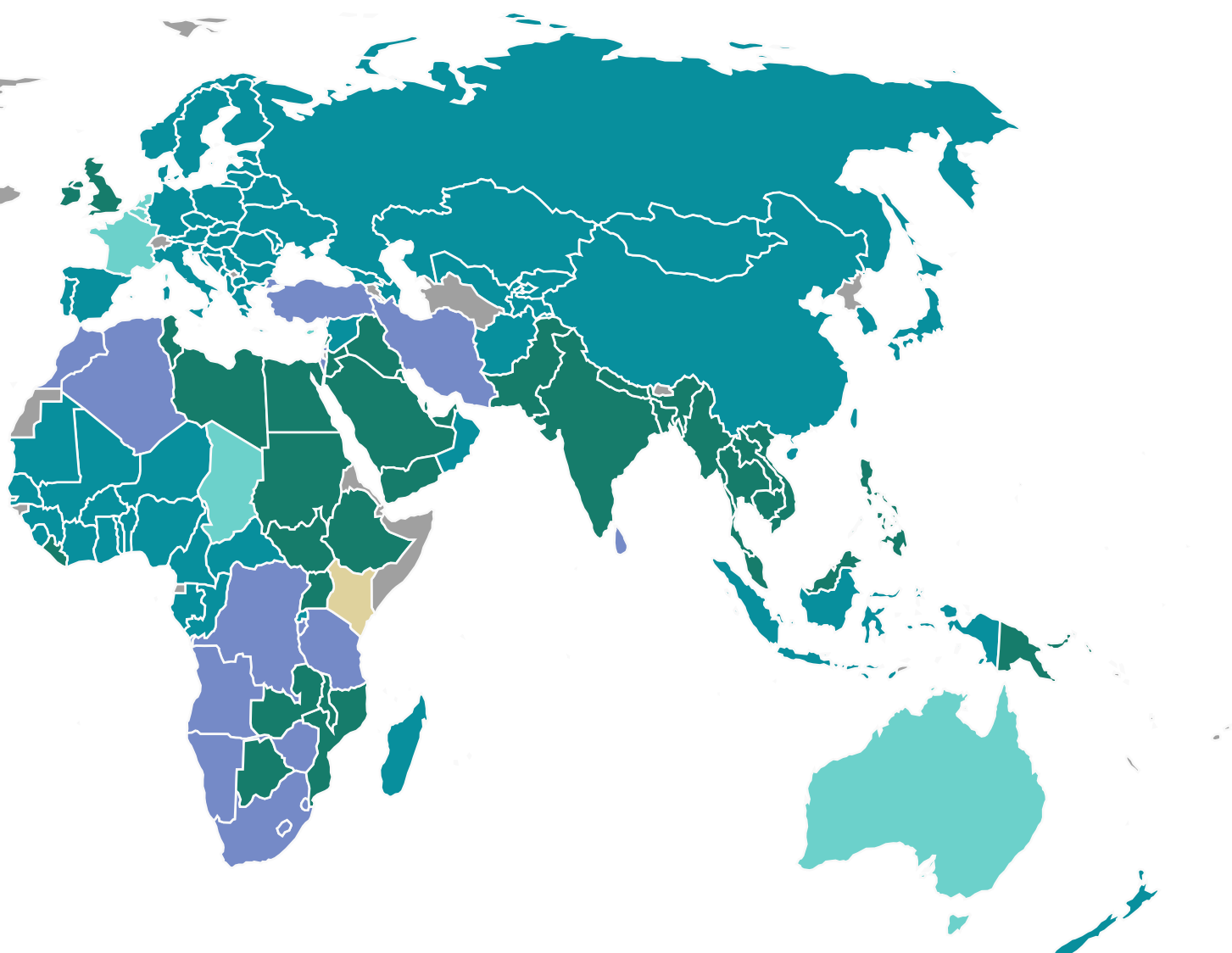
1

General working hours do not exceed 48 hours per week.

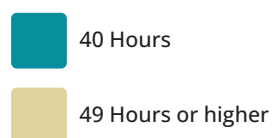
0

No restriction on weekly working hours is found in law or if general working hours are more than 48 hours per week.





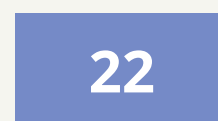
31% of the 145 countries allow 48 hours as the general working hours. Working hours have been reduced in Chile, Colombia, Oman and Rwanda.



countries have work weeks shorter than 40 hours per week



countries limit weekly working hours to 40



countries restrict working hours between 41-47 hours per week



countries follow a work week of 48 hours



country sets working hours as 49 hours or higher

2.2 Maximum Weekly Working Hours

Does the law restrict maximum working hours, including overtime, to 56 hours per week?

International Regulatory Standard

- Hours of Work (Industry) Convention, 1919 (No. 1)
- Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
- Reduction of Hours of Work Recommendation, 1962 (No. 116)

The regulatory standard on this component, maximum weekly working hours, is grounded in Para 17 of the ILO's Reduction of Hours of Work Recommendation, 1962 (No. 116), Article 6(2) of ILO's Hours of Work (Industry) Convention, 1919 (No. 1) and Article 7(3) of the ILO's Hours of Work (Commerce and Offices) Convention, 1930 (No. 30).

Recommendation No. 116 mentions that the competent authority of every country should determine limits to the total number of overtime hours worked during a specified period, except for cases of force majeure. Convention No. 1 and Convention No. 30 make it necessary for regulations (only after consultation with the organisations of employers and workers concerned) to fix the maximum of additional hours in each instance, aside from temporary exceptions, and the overtime pay rate to be not less than one and one-quarter times (125%) the regular rate.

Scoring Methodology

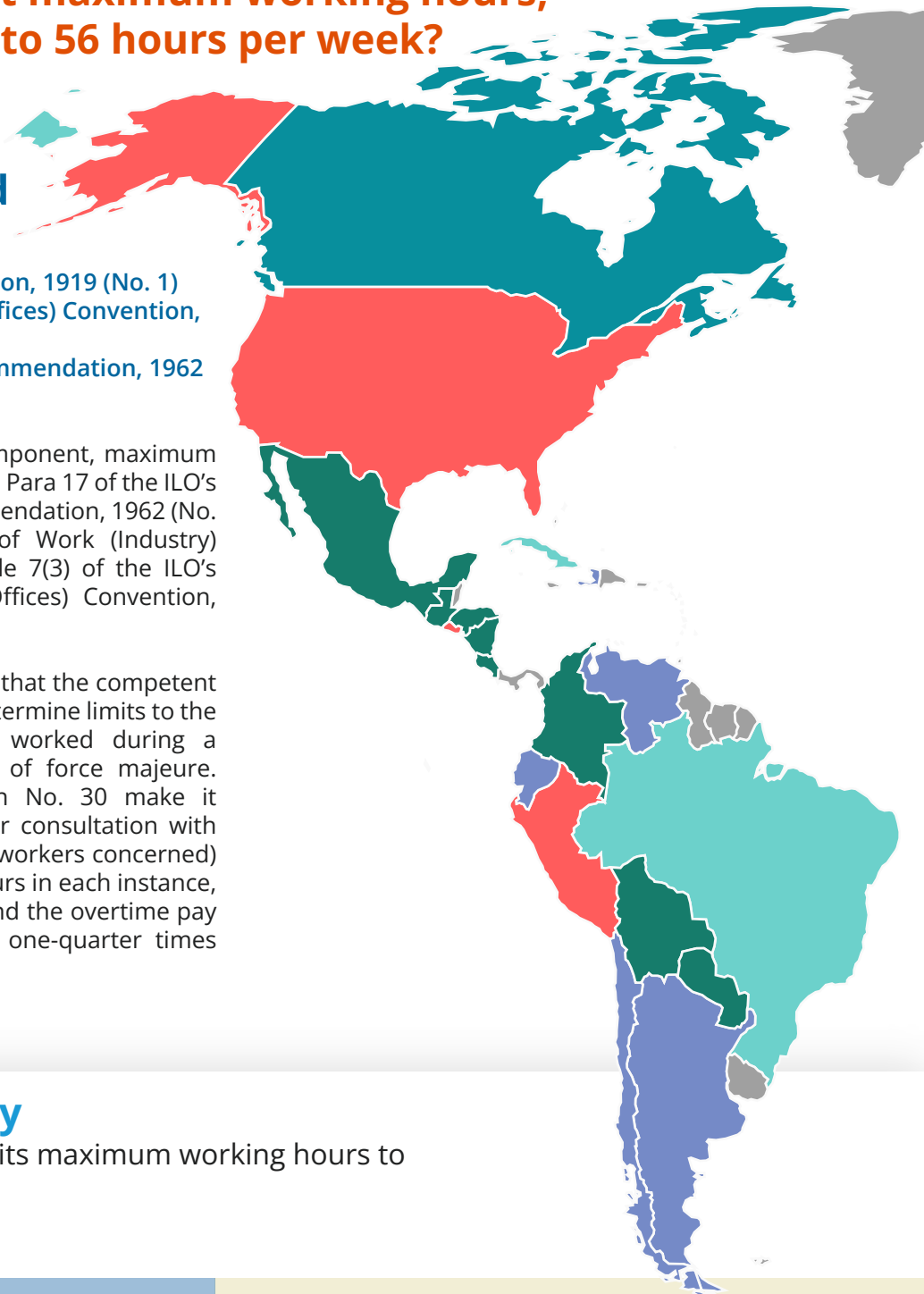
Whether labour legislation limits maximum working hours to 56 hours per week:

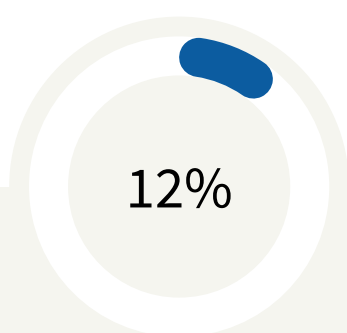
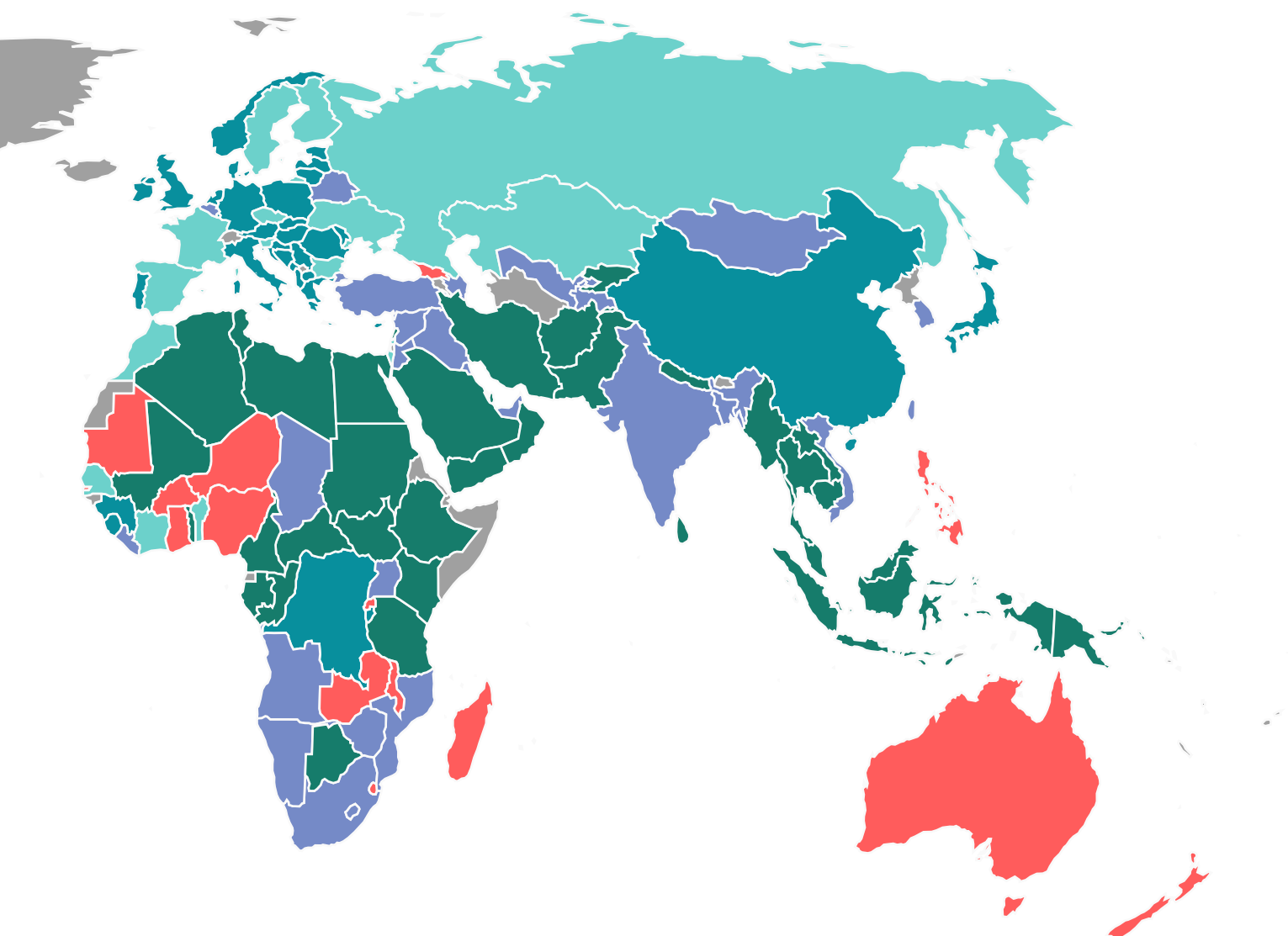
1

Total working hours, including overtime, do not exceed 56 hours per week.

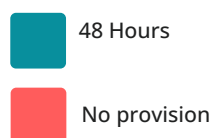
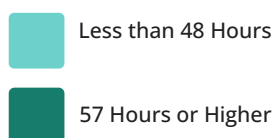
0

Total working hours (including overtime) are more than 56 hours per week, or no relevant provision is found in the legislation.





12% of the 145 countries do not set maximum weekly hour limits. Maximum working hour limits have been changed in Chile, Indonesia, Mozambique, Nigeria, Oman, Rwanda, and the UAE.



17

17 countries restrict maximum weekly hours < 48 hours

35

countries limit maximum hours to 48 hours

31

countries set maximum weekly working hours between 49 to 56 hours

44

countries set maximum weekly hours to 57 hours or more

18

countries have no maximum weekly hour limits

2.3 Weekly Rest Hours

Does the law require a paid weekly rest of at least 24 consecutive hours?

International Regulatory Standard

- Weekly Rest (Industry) Convention, 1921 (No. 14)
- Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)

Article 2 of the Weekly Rest (Industry) Convention, 1921 (No. 14) and Article 6 of the Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) stipulate that every seven days, a weekly rest (comprising at least 24 consecutive hours) be granted simultaneously to all workers in every establishment. The weekly rest should be fixed to coincide with the days already established by the traditions or customs of the country or region.

Scoring Methodology

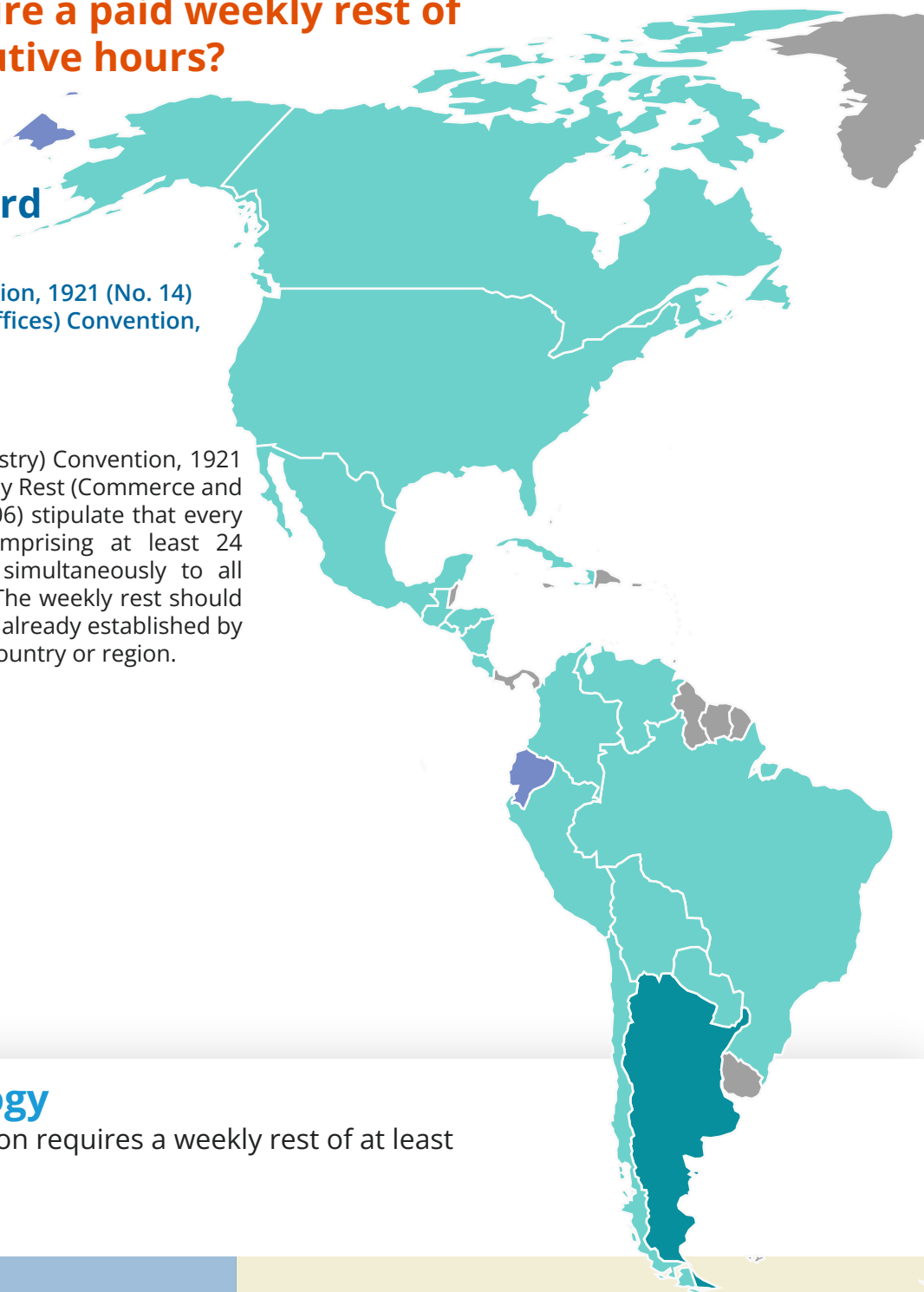
Whether the labour legislation requires a weekly rest of at least 24 consecutive hours:

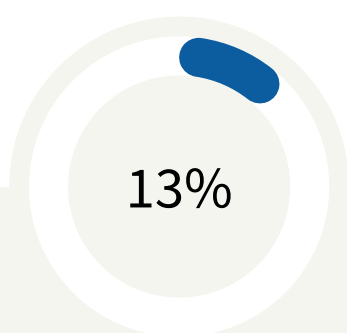
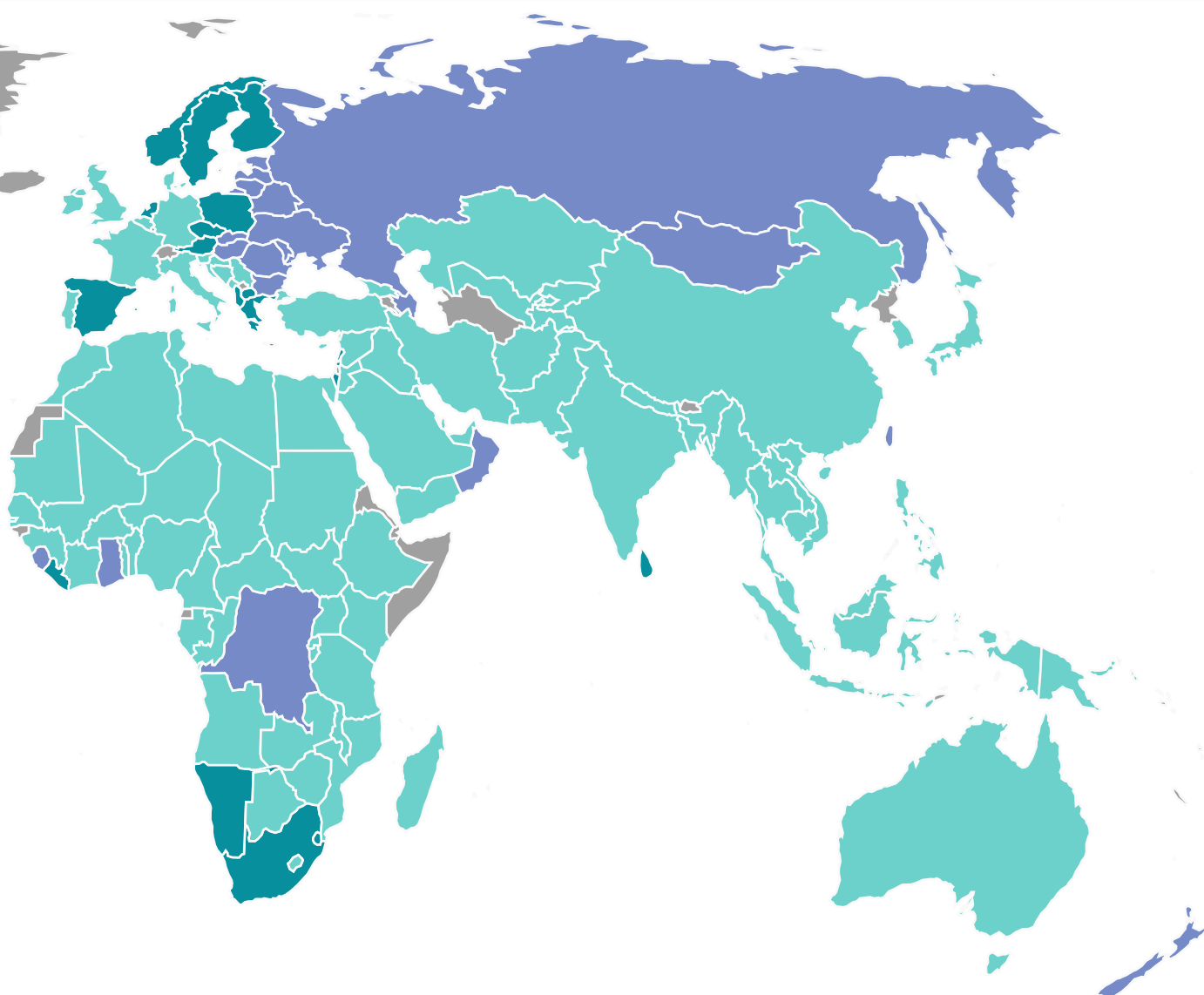
1

Workers have the right to a weekly rest for a minimum of 24 consecutive hours.

0

Labour legislation does not require a weekly rest period comprising 24 consecutive hours.





Only 13% of the 145 countries prescribe a weekly rest greater than one and a half day.



105

countries provide a weekly rest break of 24 hours

19

countries have weekly rest breaks of 25 to 36 hours

21

countries provide weekly rest hours of 37 hours or more

2.4 Paid Public Holidays

Does the law require paid public holidays?

International Regulatory Standard

- International Covenant on Economic, Social and Cultural Rights, 1966
- Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)
- Part-Time Work Convention, 1994 (No. 175)

It is stated in Article 7(d) of the International Covenant on Economic, Social and Cultural Rights, 1966 that it is the right of everyone to enjoy just and favourable conditions of work that entail rest, leisure and remuneration for public holidays.

Article 5 of the ILO's Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172) requires that "if workers are required to work on public holidays, they shall be appropriately compensated in time or remuneration, as determined by collective bargaining or in accordance with national law or practice".

Article 7 of the ILO's Part-Time Work Convention, 1994 (No. 175) also requires equal treatment of part-time workers, similar to the comparable full-time workers, concerning paid public holidays.

Scoring Methodology

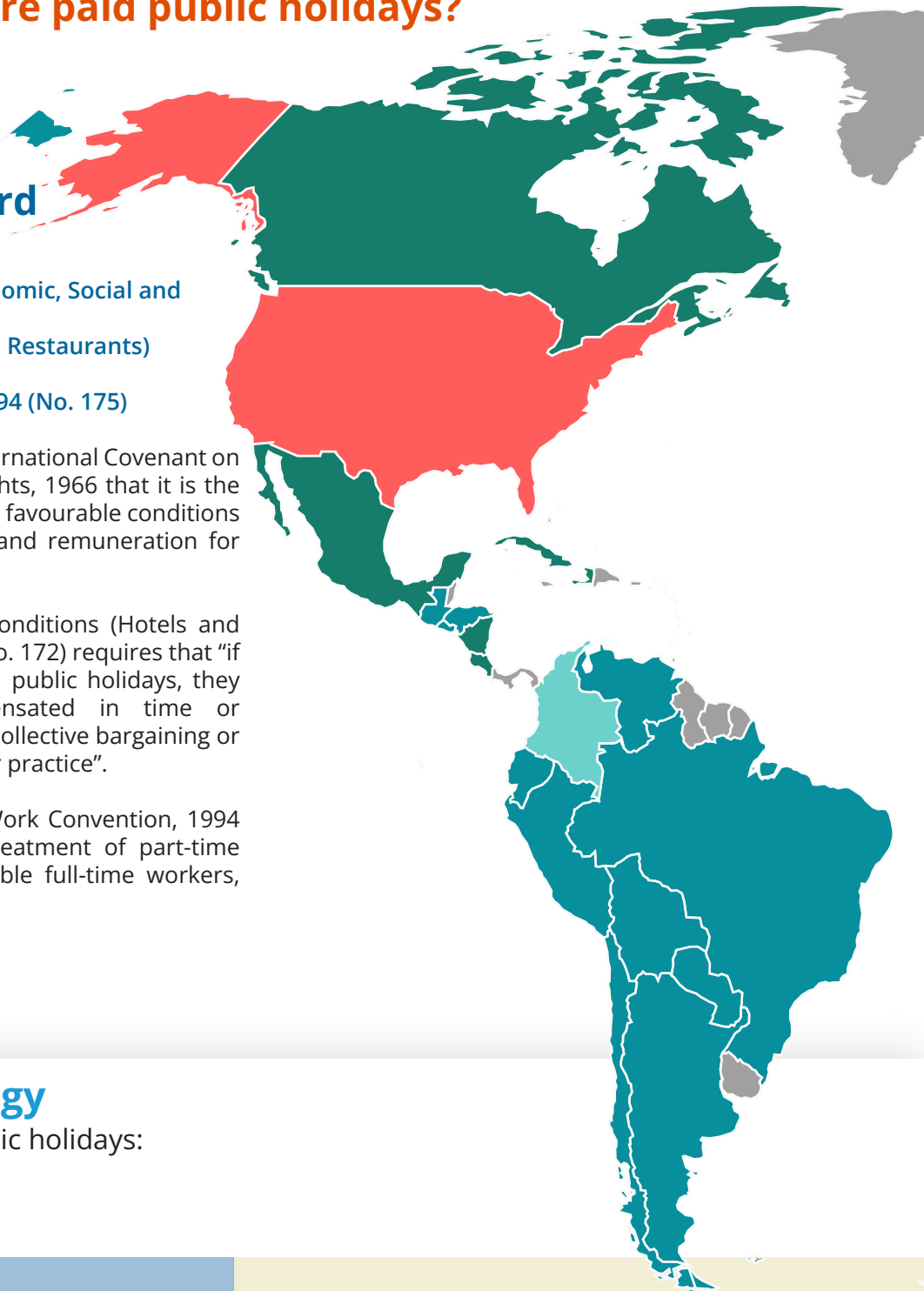
Whether there are paid public holidays:

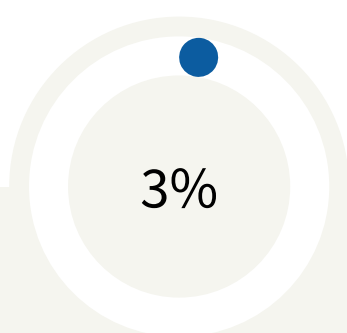
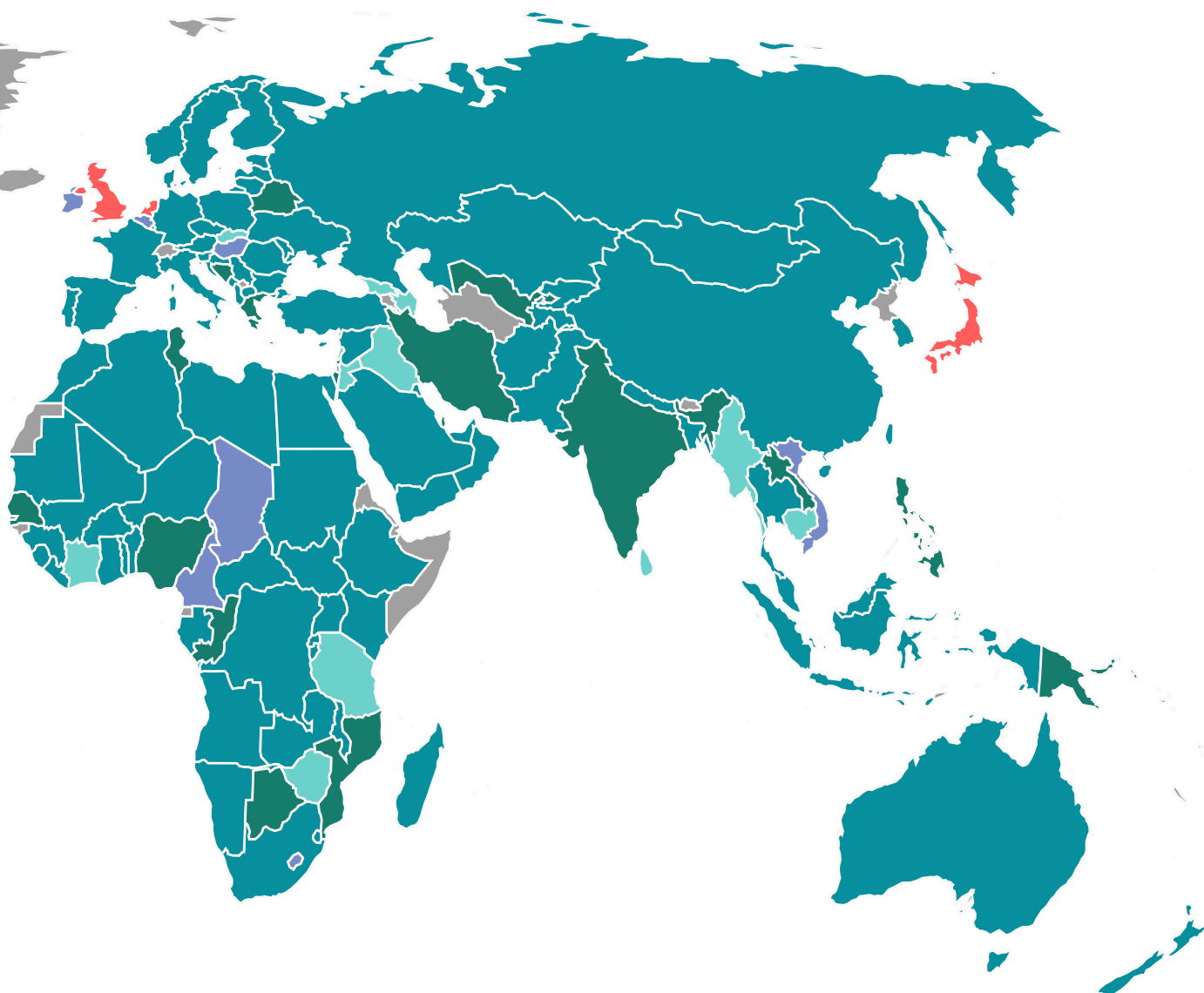
1

Legislation regulates paid public holidays, and there is a list of public and official holidays to follow.

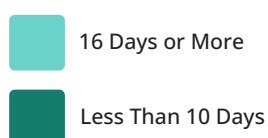
0

Labour legislation does not require employers to grant a fully paid day off on public holidays.





3% of countries - Japan, the Netherlands, the United Kingdom, and the United States - do not have any legal provisions for paid public holidays.

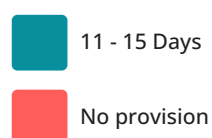


13

countries have 16 days or more of paid public holidays

23

countries have less than 10 days as public holidays



98

countries have 11 to 15 paid public holidays per year

4

countries have no statutory provision on paid public holidays



7

countries have 10 public holidays per year

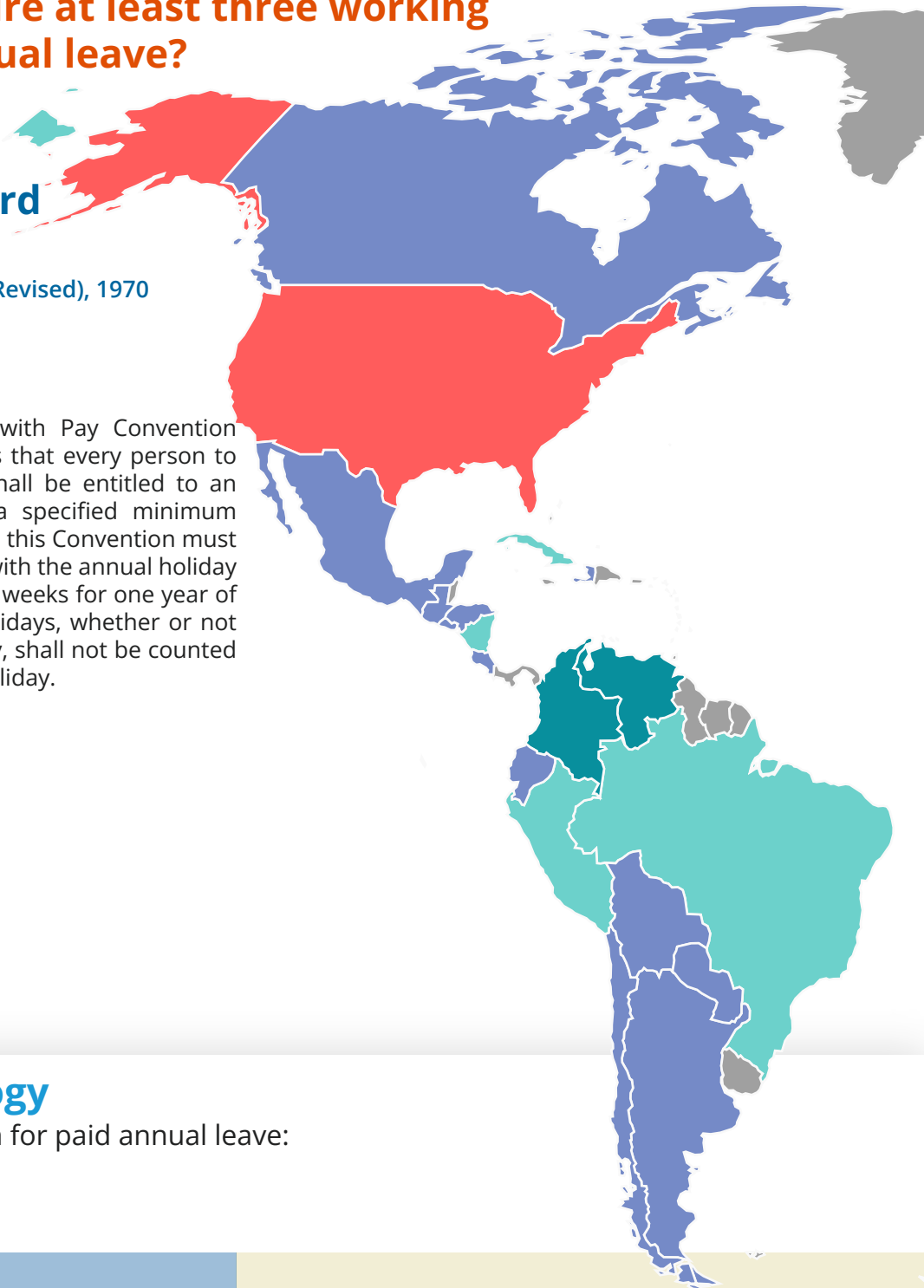
2.5 Annual Leave

Does the law require at least three working weeks of paid annual leave?

International Regulatory Standard

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

Article 3 of the ILO's Holidays with Pay Convention (Revised), 1970 (No. 132) requires that every person to whom this Convention applies shall be entitled to an annual paid holiday (leave) of a specified minimum length. Every Member who ratifies this Convention must specify the length of the holiday, with the annual holiday not being less than three working weeks for one year of service. Public and customary holidays, whether or not they fall during the annual holiday, shall not be counted as part of the minimum annual holiday.



Scoring Methodology

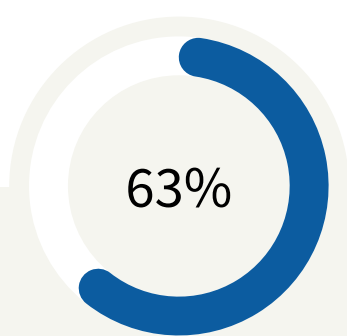
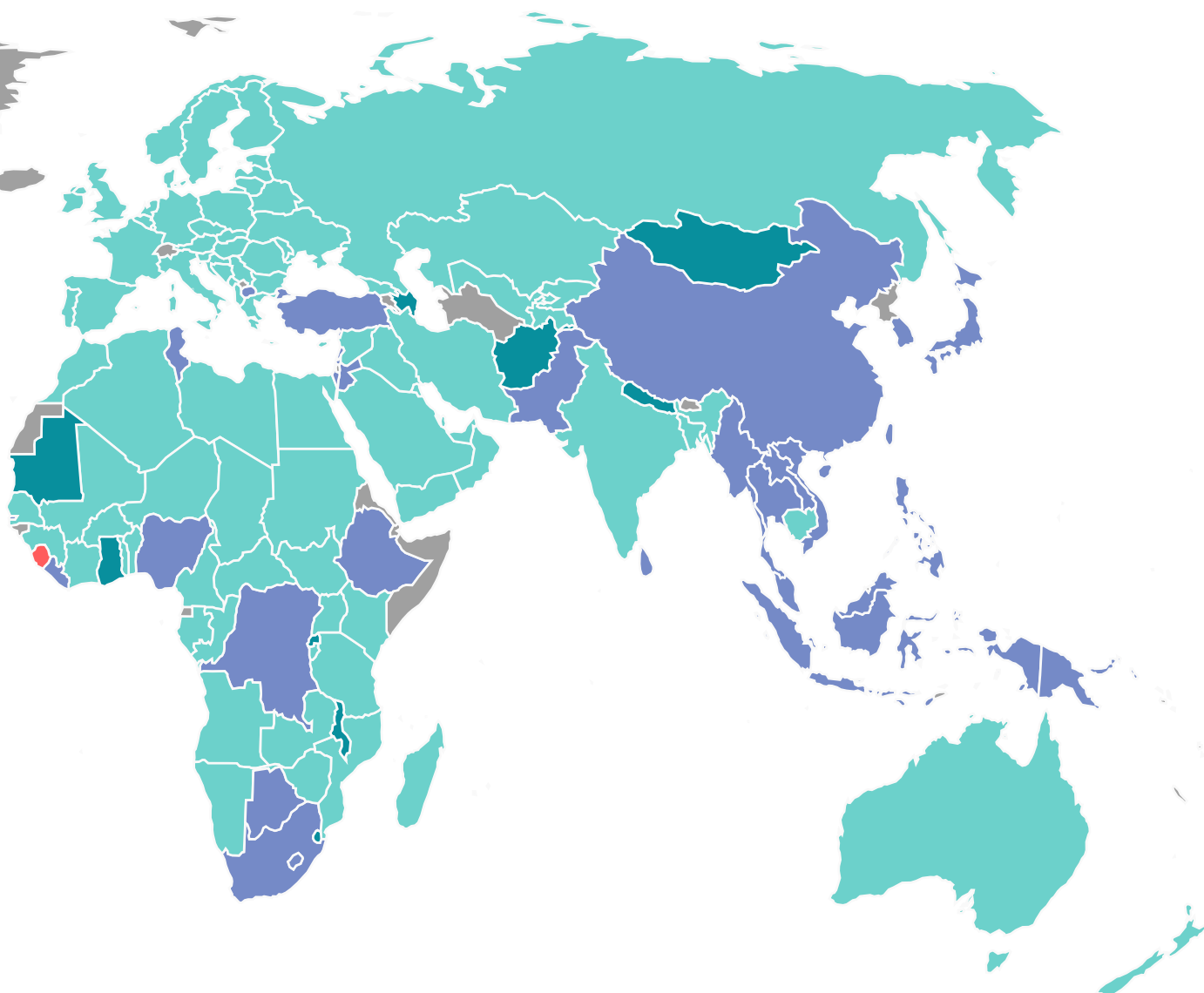
Whether there is a provision for paid annual leave:

1

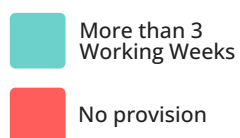
The labour legislation requires employers to grant workers at least three working weeks of paid annual leave after completing one year of service.

0

The length of paid annual leave is less than three working weeks. A score of 0 is also assigned when the qualifying period for annual leave is more than a year.



63% of the 145 countries provide their workers with more than 3 working weeks as paid holidays.

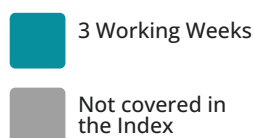


91

countries provide more than 3 working weeks of annual leave

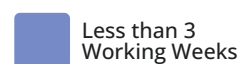
2

countries have no statutory provision for annual leave



11

countries have 3 working weeks of annual leave



41

countries stipulate less than 3 working weeks of annual leave

Decent Working Hours - comparative tables

General Weekly Working Hours

Region	< 40 Hours	40 hours	41-47 hours	48 hours	≥ 49 hours	Covered Countries
Africa	Chad	Benin, Burkina Faso, Cameroon, Central African Republic, Congo, Côte D'Ivoire, Gabon, Ghana, Guinea, Madagascar, Mali, Mauritania, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, Togo	Algeria, Angola, Burundi, Cabo Verde, Democratic Republic of the Congo, Eswatini, Lesotho, Morocco, Namibia, South Africa, United Republic of Tanzania, Zimbabwe	Botswana, Egypt, Ethiopia, Gambia, Liberia, Libya, Malawi, Mozambique, South Sudan, Sudan, Tunisia, Uganda, Zambia	Kenya	45
Americas		Canada, Chile, Ecuador, United States of America, Venezuela	Brazil, Colombia, Cuba, El Salvador, Honduras	Argentina, Bolivia, Costa Rica, Guatemala, Haiti, Mexico, Nicaragua, Paraguay, Peru		19
Asia		Afghanistan, Azerbaijan, China, Indonesia, Japan, Kazakhstan, Kyrgyz Republic, Mongolia, Oman, Republic of Korea, Syria, Taiwan , Tajikistan, Uzbekistan	Iran, Israel, Singapore, Sri Lanka	Bahrain, Bangladesh, Cambodia, India, Iraq, Jordan, Kuwait, Lao People's Democratic Republic, Lebanon, Malaysia, Myanmar, Nepal, Pakistan, Philippines, Qatar, Saudi Arabia, Thailand, United Arab Emirates, Viet Nam, Yemen		38
Europe	Belgium, Cyprus, France, Netherlands	Albania, Austria, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Denmark, Estonia, Finland, Georgia, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Ukraine	Türkiye	Ireland, United Kingdom		40
Oceania	Australia	New Zealand		Papua New Guinea		3
Total Countries	6	71	22	45	1	145

Maximum Weekly Working Hours

Region	< 48 hours	48 Hours	49 - 56 Hours	≥ 57 hours	No provision	Covered Countries
Africa	Benin, Côte D'Ivoire, Morocco, Senegal	Burundi, Cabo Verde, Democratic Republic of the Congo, Guinea, Sierra Leone	Angola, Chad, Lesotho, Liberia, Mozambique, Namibia, South Africa, Uganda, Zimbabwe	Algeria, Botswana, Cameroon, Central African Republic, Congo, Egypt, Ethiopia, Gabon, Kenya, Libya, Mali, South Sudan, Sudan, Togo, Tunisia, United Republic of Tanzania	Burkina Faso, Eswatini, Gambia, Ghana, Madagascar, Malawi, Mauritania, Niger, Nigeria, Rwanda, Zambia	45
Americas	Brazil, Cuba	Canada	Argentina, Chile, Ecuador, Haiti, Venezuela	Bolivia, Colombia, Costa Rica, Guatemala, Honduras, Mexico, Nicaragua, Paraguay	El Salvador, Peru, United Sates of America	19
Asia	Israel, Kazakhstan	China, Japan	Azerbaijan, Bangladesh, India, Iraq, Jordan, Kuwait, Mongolia, Republic of Korea, Syria, Taiwan , Tajikistan, United Arab Emirates, Uzbekistan, Viet Nam	Afghanistan, Bahrain, Cambodia, Indonesia, Iran, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Myanmar, Nepal, Oman, Pakistan, Qatar, Saudi Arabia, Singapore, Sri Lanka, Thailand, Yemen	Philippines	38
Europe	Bulgaria, Czechia, Finland, France, Russian Federation, Slovenia, Spain, Sweden, Ukraine	Albania, Austria, Bosnia and Herzegovina, Croatia, Cyprus, Denmark, Estonia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Serbia, Slovakia, United Kingdom	Belarus, Belgium, Türkiye		Georgia	40
Oceania				Papua New Guinea	Australia, New Zealand	3
Total Countries	17	35	31	44	18	145

Decent Working Hours - comparative tables

Paid Weekly Rest Hours

Region	24 Hours	25 - 36 Hours	≥ 37 hours	Covered Countries
Africa	Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Egypt, Ethiopia, Gabon, Gambia, Guinea, Kenya, Lesotho, Libya, Madagascar, Malawi, Mali, Mauritania, Morocco, Mozambique, Niger, Nigeria, Rwanda, Senegal, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Eswatini, Liberia, Namibia, South Africa	Democratic Republic of the Congo, Ghana, Sierra Leone	45
Americas	Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela	Argentina	Ecuador	19
Asia	Afghanistan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Malaysia, Myanmar, Nepal, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Singapore, Syria, Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	Israel, Lebanon, Sri Lanka	Azerbaijan, Mongolia, Oman, Taiwan	38
Europe	Belgium, Bosnia and Herzegovina, Croatia, Cyprus, Denmark, France, Georgia, Germany, Ireland, Italy, Malta, Montenegro, Portugal, Serbia, Slovenia, Türkiye, United Kingdom	Albania, Austria, Czechia, Finland, Greece, Netherlands, North Macedonia, Norway, Poland, Spain, Sweden	Belarus, Bulgaria, Estonia, Hungary, Latvia, Lithuania, Luxembourg, Moldova, Romania, Russian Federation, Slovakia, Ukraine	40
Oceania	Australia, Papua New Guinea		New Zealand	3
Total Countries	105	19	21	145

Paid Public Holidays

Region	< 10 Days	10 Days	11 - 15 Days	≥ 16 days	No Provision	Covered Countries
Africa	Botswana, Congo, Mozambique, Nigeria, Senegal, Tunisia	Cameroon, Chad, Lesotho	Algeria, Angola, Benin, Burkina Faso, Burundi, Cabo Verde, Central African Republic, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Morocco, Namibia, Niger, Rwanda, Sierra Leone, South Africa, South Sudan, Sudan, Togo, Uganda, Zambia	Côte D'Ivoire, United Republic of Tanzania, Zimbabwe		45
Americas	Canada, Costa Rica, Cuba, Haiti, Mexico, Nicaragua		Argentina, Bolivia, Brazil, Chile, Ecuador, El Salvador, Guatemala, Honduras, Paraguay, Peru, Venezuela	Colombia	United Sates of America	19
Asia	India, Iran, Israel, Lao People's Democratic Republic, Philippines, Qatar, Uzbekistan	Viet Nam	Afghanistan, Bahrain, Bangladesh, China, Indonesia, Kazakhstan, Kuwait, Kyrgyz Republic, Malaysia, Mongolia, Nepal, Oman, Pakistan, Republic of Korea, Saudi Arabia, Singapore, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Yemen	Azerbaijan, Cambodia, Iraq, Jordan, Lebanon, Myanmar, Sri Lanka	Japan	38
Europe	Belarus, Bosnia and Herzegovina, Greece	Belgium, Hungary, Ireland	Albania, Austria, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovenia, Spain, Sweden, Türkiye, Ukraine	Georgia, Slovakia	Netherlands, United Kingdom	40
Oceania	Papua New Guinea		Asutralia, New Zealand			3
Total Countries	23	7	98	13	4	145








































































































































Decent Working Hours - comparative tables

Annual Leave

Region	< 3 working weeks	3 working weeks	> 3 working weeks	No Provision	Covered Countries
Africa	Botswana, Democratic Republic of the Congo, Ethiopia, Gambia, Lesotho, Liberia, Nigeria, South Africa, Tunisia	Eswatini, Ghana, Malawi, Mauritania, Rwanda	Algeria, Angola, Benin, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Egypt, Gabon, Guinea, Kenya, Libya, Madagascar, Mali, Morocco, Mozambique, Namibia, Niger, Senegal, South Sudan, Sudan, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Sierra Leone	45
Americas	Argentina, Bolivia, Canada, Chile, Costa Rica, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Paraguay	Colombia, Venezuela	Brazil, Cuba, Nicaragua, Peru	United Sates of America	19
Asia	China, Indonesia, Israel, Japan, Jordan, Lao People's Democratic Republic, Lebanon, Malaysia, Myanmar, Pakistan, Philippines, Republic of Korea, Singapore, Sri Lanka, Taiwan , Thailand, Viet Nam	Afghanistan, Azerbaijan, Mongolia, Nepal	Bahrain, Bangladesh, Cambodia, India, Iran, Iraq, Kazakhstan, Kuwait, Kyrgyz Republic, Oman, Qatar, Saudi Arabia, Syria, Tajikistan, United Arab Emirates, Uzbekistan, Yemen		38
Europe	North Macedonia, Türkiye		Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		40
Oceania	Papua New Guinea		Australia, New Zealand		3
Total Countries	41	11	91	2	145

Decent Working Hours - Snapshot

 Represents a score of 1  Represents a score of 0

Country	Region	General Hours	Maximum Hours	Weekly Rest	Paid Public holiday	Night Work Premium
Afghanistan	South Asia					
Albania	Eastern Europe					
Algeria	Middle East and North Africa					
Angola	Sub-Saharan Africa					
Argentina	Latin America and the Caribbean					
Australia	Oceania					
Austria	Western Europe					
Azerbaijan	Caucasus and Central Asia					
Bahrain	Middle East and North Africa					
Bangladesh	South Asia					
Belarus	Eastern Europe					
Belgium	Western Europe					
Benin	Sub-Saharan Africa					
Bolivia	Latin America and the Caribbean					
Bosnia and Herzegovina	Eastern Europe					
Botswana	Sub-Saharan Africa					
Brazil	Latin America and the Caribbean					
Bulgaria	Eastern Europe					
Burkina Faso	Sub-Saharan Africa					
Burundi	Sub-Saharan Africa					
Cabo Verde	Sub-Saharan Africa					
Cambodia	South East Asia					
Cameroon	Sub-Saharan Africa					
Canada	North America					
Central African Republic	Sub-Saharan Africa					
Chad	Sub-Saharan Africa					
Chile	Latin America and the Caribbean					








































































































































Represents a score of 1

Represents a score of 0

Country	Region	General Hours	Maximum Hours	Weekly Rest	Paid Public holiday	Night Work Premium
China	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Colombia	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Congo	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Costa Rica	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Côte D'Ivoire	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Croatia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cuba	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cyprus	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Czechia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
D.R Congo	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Denmark	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ecuador	South America	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Egypt	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
El Salvador	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Estonia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Eswatini	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ethiopia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Finland	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
France	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Gabon	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Gambia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Georgia	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Germany	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ghana	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Greece	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Guatemala	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Guinea	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

Decent Working Hours - Snapshot

 Represents a score of 1  Represents a score of 0

Country	Region	General Hours	Maximum Hours	Weekly Rest	Paid Public holiday	Night Work Premium
Haiti	Latin America and the Caribbean					
Honduras	Latin America and the Caribbean					
Hungary	Eastern Europe					
India	South Asia					
Indonesia	South East Asia					
Iran	Middle East and North Africa					
Iraq	Middle East and North Africa					
Ireland	Western Europe					
Israel	Middle East and North Africa					
Italy	Western Europe					
Japan	East Asia					
Jordan	Middle East and North Africa					
Kazakhstan	Caucasus and Central Asia					
Kenya	Sub-Saharan Africa					
Kuwait	Middle East and North Africa					
Kyrgyzstan	Caucasus and Central Asia					
Lao PDR	South East Asia					
Latvia	Eastern Europe					
Lebanon	Middle East and North Africa					
Lesotho	Sub-Saharan Africa					
Liberia	Sub-Saharan Africa					
Libya	Middle East and North Africa					
Lithuania	Eastern Europe					
Luxembourg	Western Europe					
Madagascar	Sub-Saharan Africa					
Malawi	Sub-Saharan Africa					
Malaysia	South East Asia					








































































































































Represents a score of 1

Represents a score of 0

Country	Region	General Hours	Maximum Hours	Weekly Rest	Paid Public holiday	Night Work Premium
Mali	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Malta	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mauritania	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mexico	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Moldova	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mongolia	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Montenegro	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Morocco	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mozambique	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Myanmar	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Namibia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nepal	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Netherlands	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
New Zealand	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nicaragua	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Niger	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nigeria	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
North Macedonia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Norway	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Oman	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Pakistan	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Papua New Guinea	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Paraguay	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Peru	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Philippines	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Poland	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Portugal	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>



















































Decent Working Hours - Snapshot

 Represents a score of 1  Represents a score of 0

Country	Region	General Hours	Maximum Hours	Weekly Rest	Paid Public holiday	Night Work Premium
Qatar	Middle East and North Africa					
Republic of Korea	East Asia					
Romania	Eastern Europe					
Russian Federation	Eastern Europe					
Rwanda	Sub-Saharan Africa					
Saudi Arabia	Middle East and North Africa					
Senegal	Sub-Saharan Africa					
Serbia	Eastern Europe					
Sierra Leone	Sub-Saharan Africa					
Singapore	South East Asia					
Slovakia	Eastern Europe					
Slovenia	Eastern Europe					
South Africa	Sub-Saharan Africa					
South Sudan	Sub-Saharan Africa					
Spain	Western Europe					
Sri Lanka	South Asia					
Sudan	Sub-Saharan Africa					
Sweden	Western Europe					
Syria	Middle East and North Africa					
Taiwan	East Asia					
Tajikistan	Caucasus and Central Asia					
Thailand	South East Asia					
Togo	Sub-Saharan Africa					
Tunisia	Middle East and North Africa					
Türkiye	Eastern Europe					
Uganda	Sub-Saharan Africa					
Ukraine	Eastern Europe					

Decent Working Hours - Snapshot

 Represents a score of 1  Represents a score of 0

Country	Region	General Hours	Maximum Hours	Weekly Rest	Paid Public holiday	Night Work Premium
United Arab Emirates	Middle East and North Africa					
United Kingdom	Western Europe					
United Republic of Tanzania	Sub-Saharan Africa					
United States of America	North America					
Uzbekistan	Caucasus and Central Asia					
Venezuela,	Latin America and the Caribbean					
Viet Nam	South East Asia					
Yemen	Middle East and North Africa					
Zambia	Sub-Saharan Africa					
Zimbabwe	Sub-Saharan Africa					



Employment Security

The Employment Security indicator measures whether labour legislation ensures that workers' jobs are characterised by a degree of permanence and reliability.

The indicator considers various aspects of employment security and stability, such as a written employment contract, indefinite vs fixed-term contracts for tasks of a permanent nature, a probation period, a notice period before termination of the contract, and severance pay.

Linkage with SDGs



- 1.3** nationally appropriate social protection systems
- 1.3.1 social protection for unemployed persons
- 8.5** full and productive employment and decent work for all
- 8.6** reduce the proportion of youth not in employment, education or training (NEET) (through apprenticeship or fixed term contracts)
- 8.8** protect labour rights and promote safe and secure working environments for all workers
- 8.b.1 national strategy for youth employment

LABOUR RIGHTS INDEX 2024



3.1 Written Employment Contract

Does the law require a written employment contract or employment particulars to be given to a worker on commencement of employment?

International Regulatory Standard

- Domestic Workers Convention, 2011 (No. 189)
- Maritime Labour Convention, 2006
- Private Employment Agencies Recommendation, 1997 (No. 188)

Under Articles 7 and 8 of the ILO's Domestic Workers Convention, 2011 (No. 189), measures are to be taken to ensure that domestic workers are informed of their terms and conditions of employment in an appropriate, verifiable, and easily understandable manner. Preferably, where possible, this should be done through written contracts (enforceable in the country where work is to be done) under national laws, regulations or collective agreements, and with written particulars.

Similar provisions are found in the Standard A2.1 of the ILO's Maritime Labour Convention, 2006. Moreover, Part II (5) of the Private Employment Agencies Recommendation, 1997 (No. 188) suggests that workers employed by private employment agencies should, where appropriate, have a written employment contract specifying their employment terms and conditions. As a minimum requirement, these workers should be informed of their employment conditions before the effective beginning of their assignment.*

*The two instruments provide necessary guidance on written employment contracts and written particulars:
<https://www.ilo.org/resource/qas-employment-relationship-and-labour-contracts>

Scoring Methodology

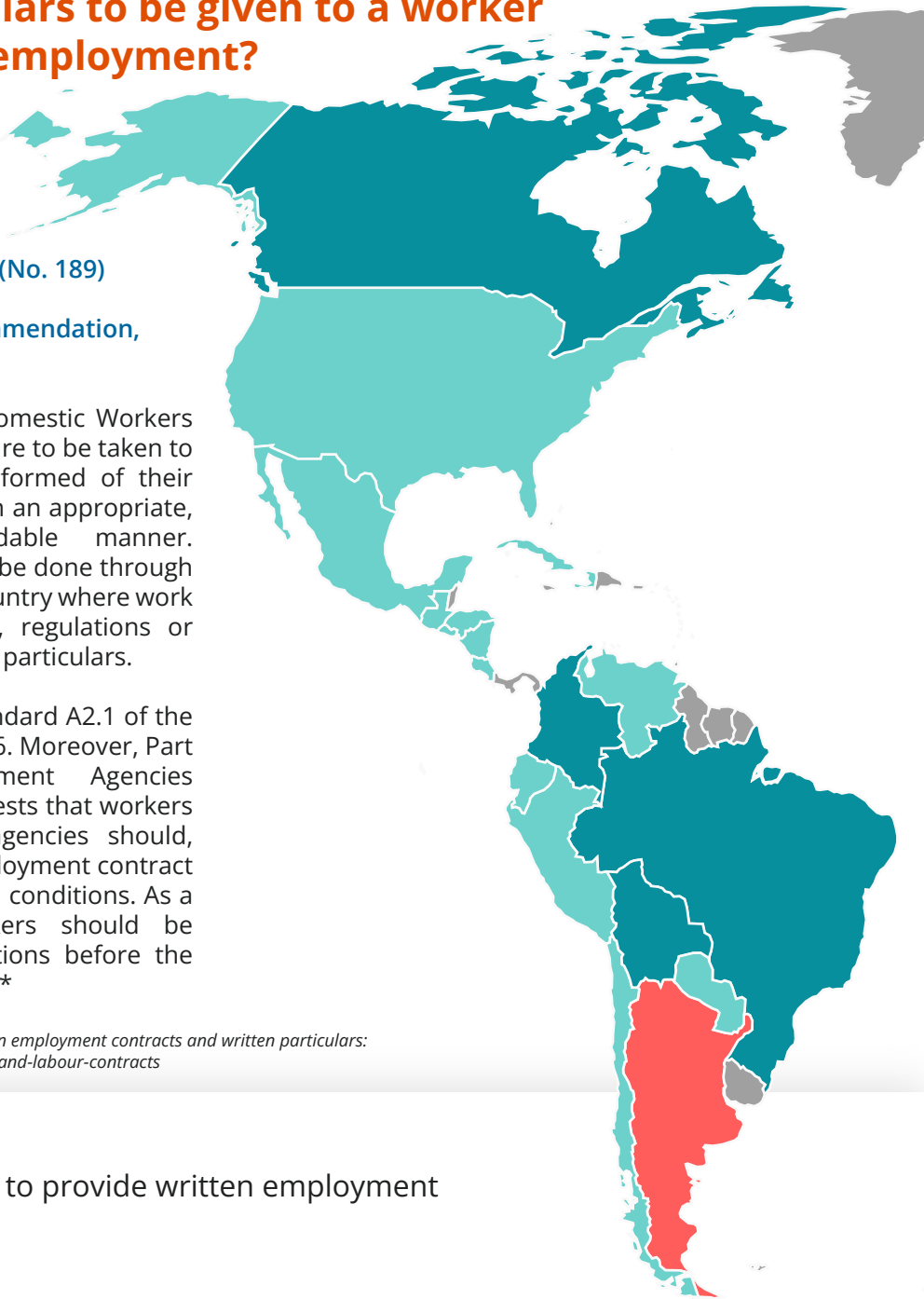
Whether employers are required to provide written employment contracts to workers:

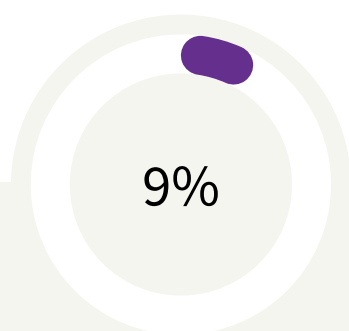
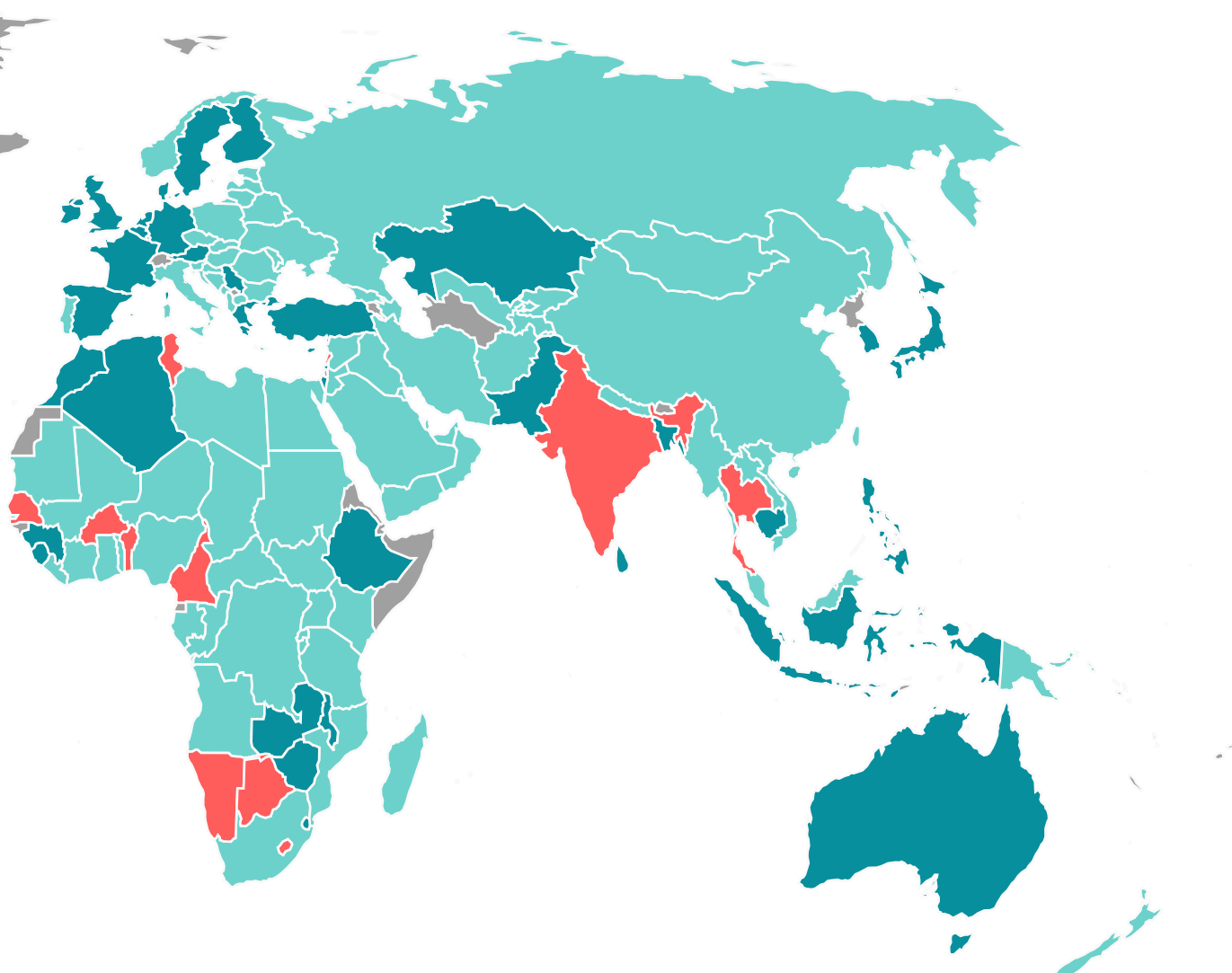
1

The labour legislation requires employers to provide written employment contracts or at least written employment particulars to workers on commencement of employment.

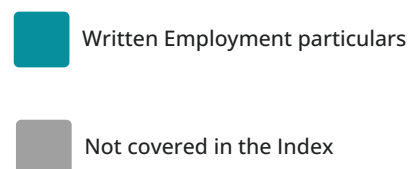
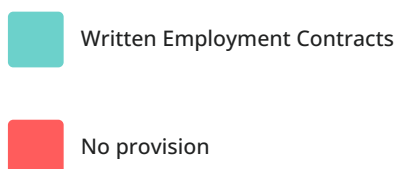
0

No legal requirement on the part of employers to provide any such written document (in the form of employment contract or employment particulars).





Nearly 9% of the 145 countries do not require employers to provide written employment contracts or written employment particulars to the workers.



91

countries require the provision of written employment contracts to the workers

42

countries require employers to provide written employment particulars to their workers

12

countries do not require written employment contracts or particulars to workers at the start of their employment

3.2 Fixed Term Contracts

Does the law restrict the hiring of fixed-term contract workers?

International Regulatory Standard

- Termination of Employment Convention, 1982 (No. 158)
- Termination of Employment Recommendation, 1982 (No. 166)

Article 2(3) of the ILO's Termination of Employment Convention, 1982 (No. 158) states that adequate safeguarding measures should be provided against the use of fixed-term contracts (FTCs) of employment for a specified period of time. This is to ensure that employers cannot avoid the protections stipulated in this Convention.

Also, Paragraph 3(2) of the ILO's Termination of Employment Recommendation, 1982 (No. 166) allows for a fixed or definite term contract, considering the nature of work or circumstances under which the work is carried out or the interests of the worker. Fixed-term contracts are considered indefinite-term contracts if they are renewed once or more than once, except in the above cases.

Scoring Methodology

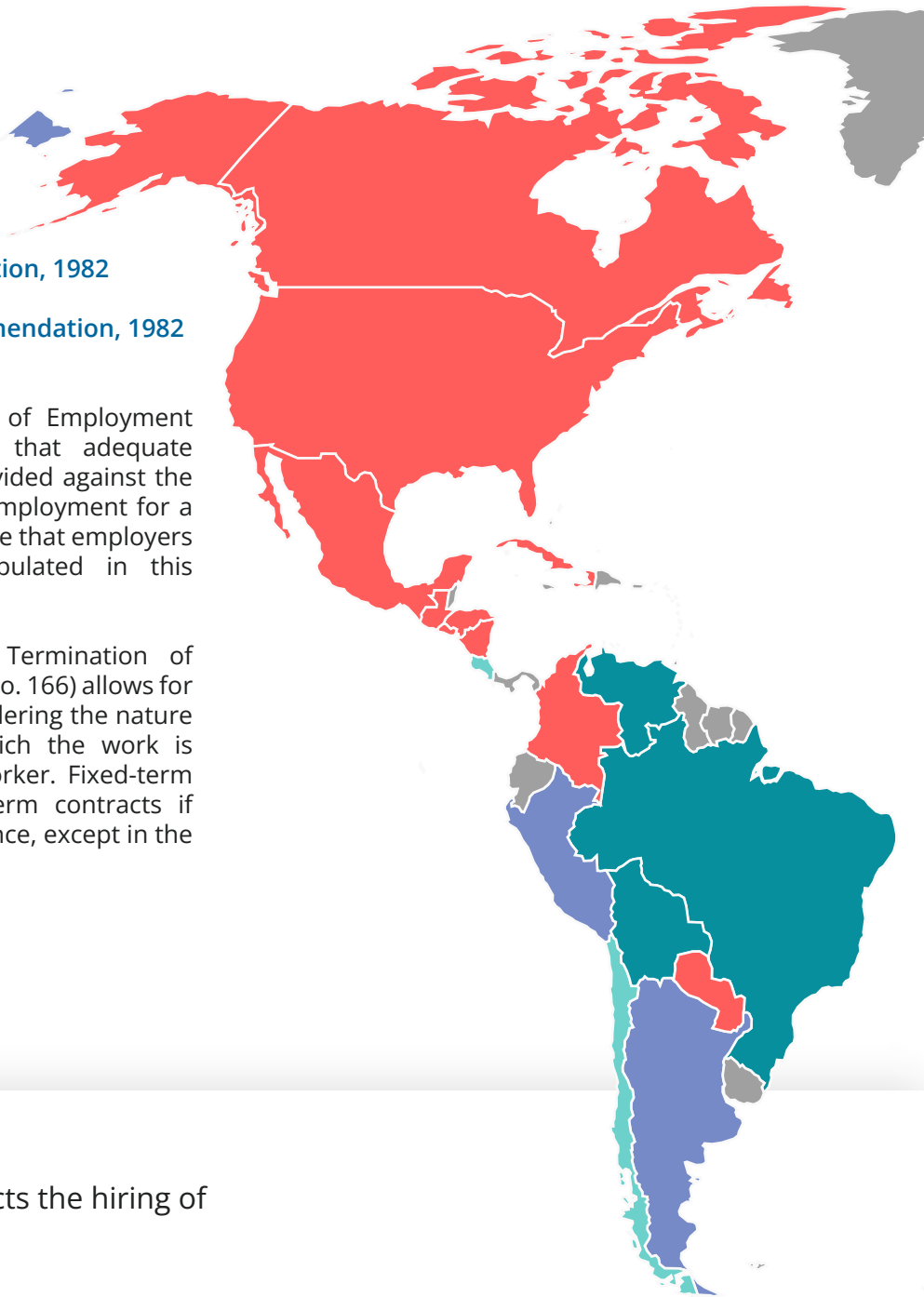
Whether labour legislation restricts the hiring of fixed-term contract workers:

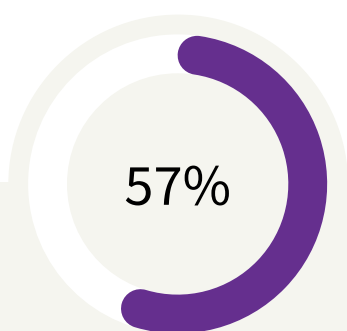
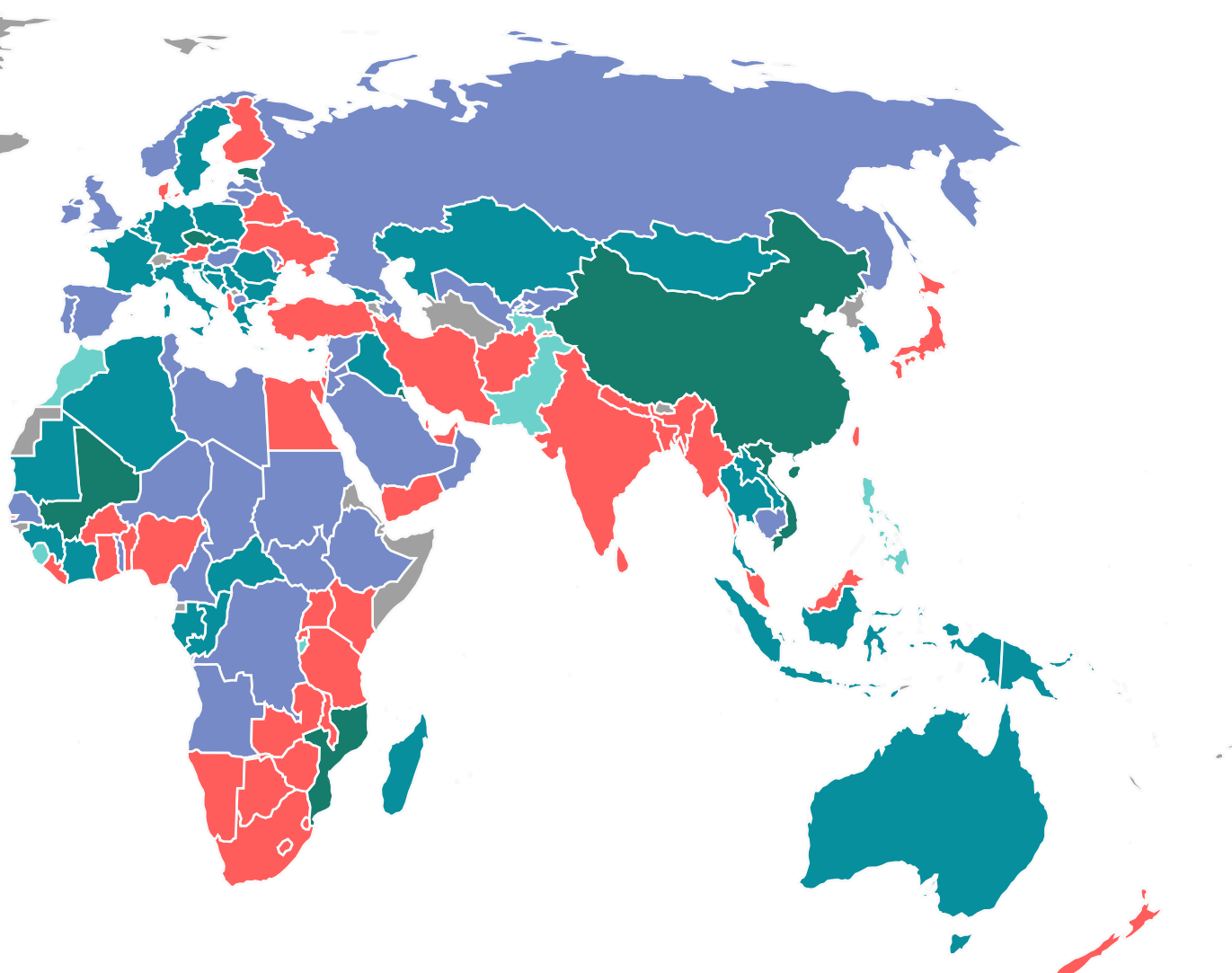
1

The maximum length of fixed-term contracts, including renewals, is at most five years.

0

The labour legislation does not specify the maximum length of fixed-term contracts or allow the maximum length of fixed-term contracts, including renewals, to exceed five years.





57% of the 145 countries do not allow the maximum length and renewals of FTCs to exceed 5 years. 6% of countries limit FTCs to less than a year. Angola, Australia and Oman restricted the length of FTCs during the last two years.

Less than or equal to 12 months

61 months or more

13-36 months

No Limit

37-60 months

Not covered in the Index

8

countries restrict the length of fixed-term contracts (FTCs) to less than or equal to 12 months

39

countries allow FTCs of 13-36 months

36

countries permit FTCs of 37-60 months

7

countries let FTCs exceed 61 months

55

countries do not set a limit on the length of FTCs

3.3 Probation Period

Does the law limit the length of probation period, including renewals, to three months?

International Regulatory Standard

- Termination of Employment Convention 1982 (No. 158)
- Termination of Employment Recommendation, 1982 (No. 166)
- Domestic Workers Convention, 2011 (No. 189)

This component is grounded in Article 2(b) of the Termination of Employment Convention 1982 (No. 158). The Convention states that a member may exclude workers serving a period of probation or a qualifying period of employment, determined in advance and of reasonable duration, from all or some of the provisions of this Convention (in essence, the protections afforded under the Convention). The member countries may set a period of probation or a qualifying period of employment, which is determined in advance and of reasonable duration. During this period, the worker does not have access to all employment protections like notice period and severance pay.

Paragraph 1 of the ILO's Termination of Employment Recommendation, 1982 (No. 166) and Article 7 of the ILO's Domestic Workers Convention, 2011 (No. 189) also refer to the probation period. In view of this, a probationary period of three months was set as a standard under the Labour Rights Index.

Scoring Methodology

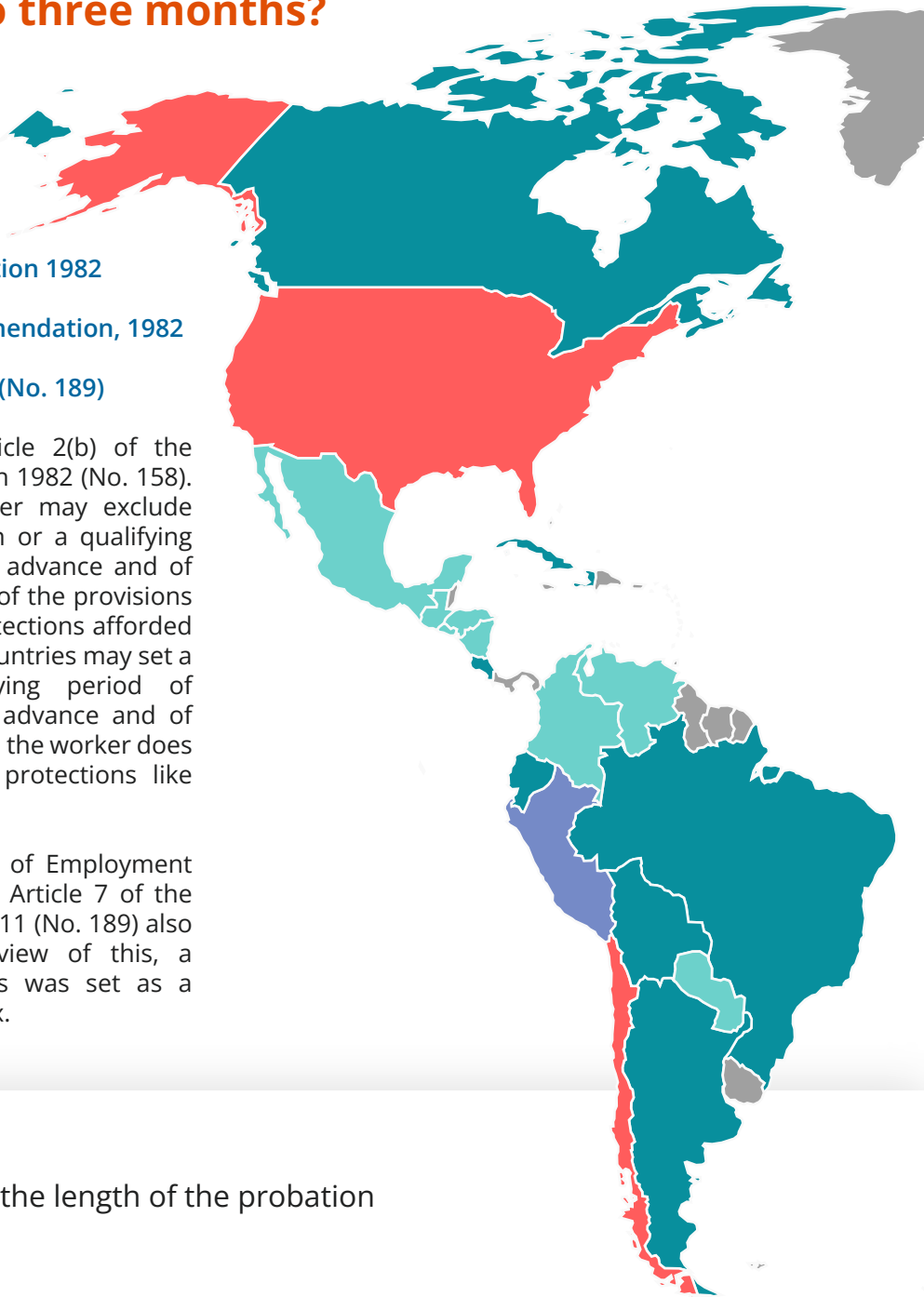
Whether labour legislation limits the length of the probation period to three months:

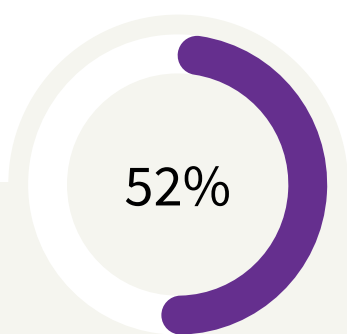
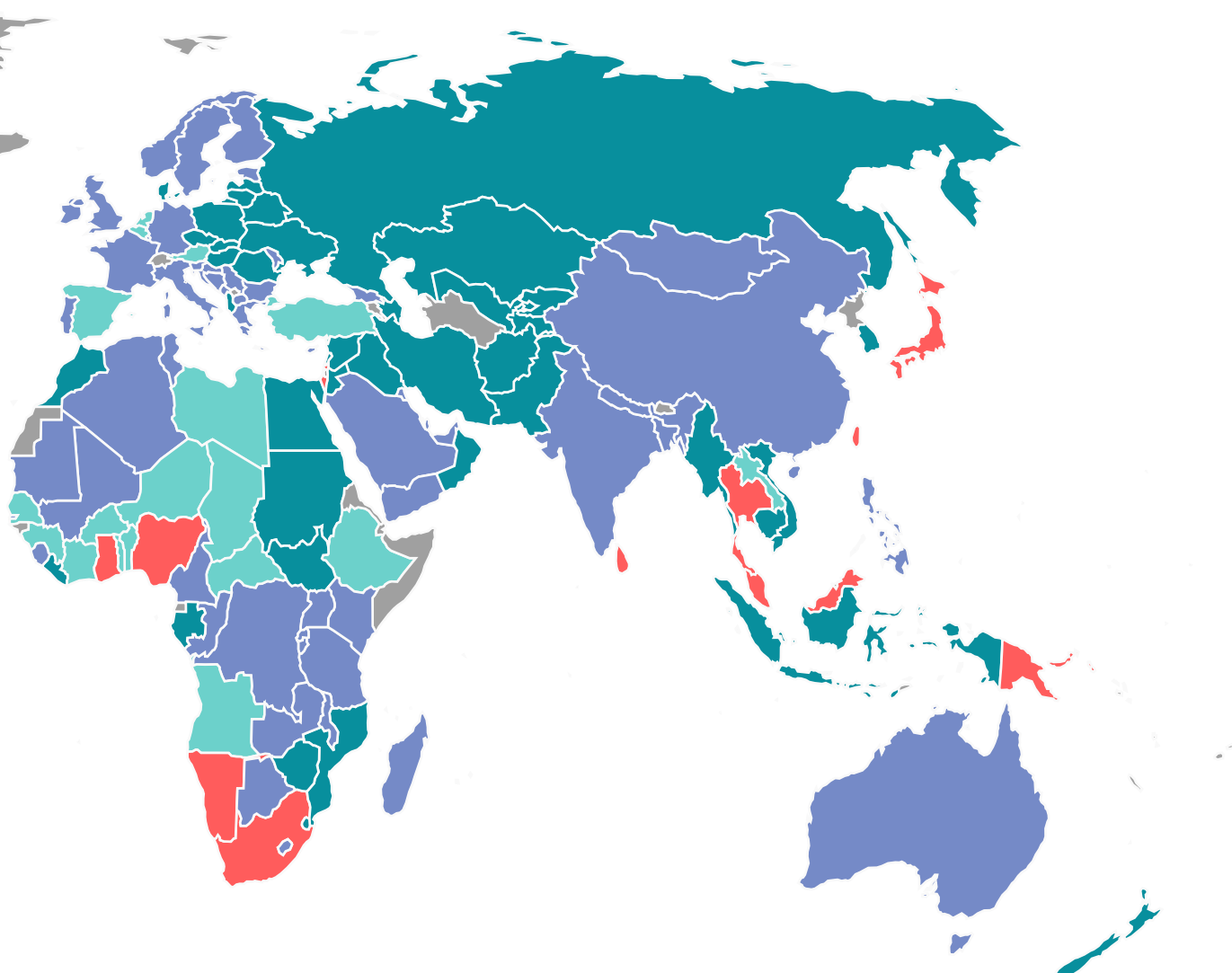
1

The labour legislation limits the maximum length of the probation period, including renewals, to three months.

0

The labour legislation does not refer to a probation/trial period or allow it to exceed three months.





52% of the 145 countries set the maximum probation period, including renewals, to three months or less than three months.



27

countries require a probation period of less than 3 months

49

countries mandate a probation period of 3 months

55

countries require a probation period of more than 3 months

14

countries have no statutory provisions for the probation period

3.4 Termination Notice Period

Does the law require a 30-day notice period before contract termination?

International Regulatory Standard

- Termination of Employment Convention 1982 (No. 158)

Article 11 of the ILO's Termination of Employment Convention, 1982 (No. 158) states that a worker whose employment is to be terminated shall be entitled to a reasonable period of notice or compensation in lieu thereof unless the worker is guilty of serious misconduct - misconduct of such a nature that it would be unreasonable to require the employer to continue the employment during the notice period.*

**For data comparability, 4-week notice period is also considered equivalent to 30-day notice period.*

Scoring Methodology

Whether there is a 30-day notice before contract termination:

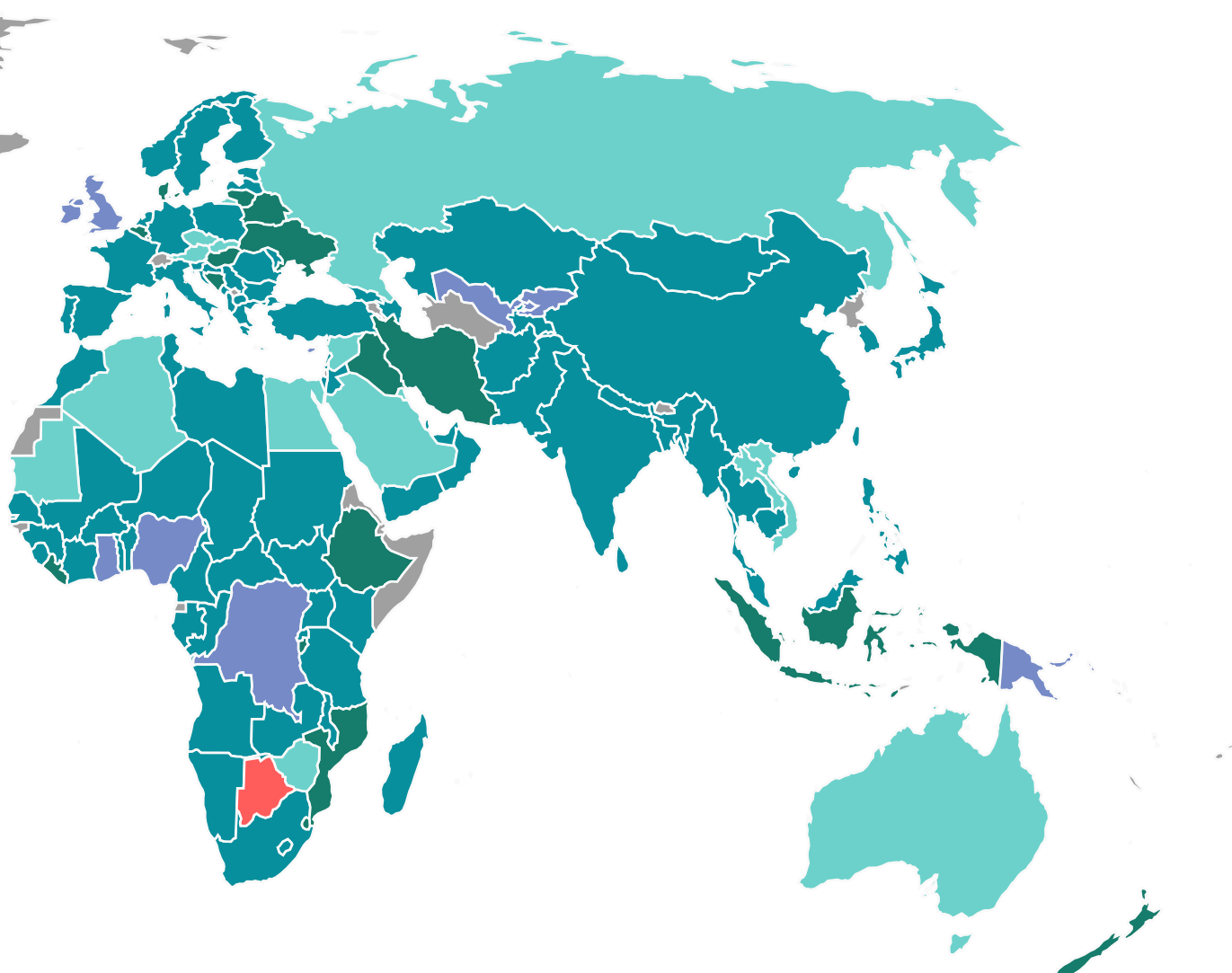
1

- a)** Both the employer and employee can terminate an indefinite term contract after serving a 30-day written notice or paying in lieu of notice, except in cases of gross misconduct; or
- b)** where a termination notice required from employees is 30 days, but it is still less than the notice period required of employers; or
- c)** where the notice period required from employers is 30 days, but for employees ranges between 14 to 30 days.

0

Both the employer and employee are required to serve a contract termination notice of either less than or more than 30 days.

(*Both parties are required to serve a 14-day written notice or 45-day written notice before termination of employment).



14%

14% of the 145 countries require different notice periods for employers and employees to terminate employment.

15

countries set the employment termination notice period longer than 30 days

91

countries limit the employment termination notice to 15-30 days

14

countries have an employment termination notice period of less than 14 days

20

countries require different notice periods for employers and employees prior to termination of an employment contract

5

countries have no provision regarding a notice period before terminating the employment relationship

3.5 Severance Pay

Does the law require severance pay at the rate of at least two weeks of wages for every year of service?

International Regulatory Standard

- Termination of Employment Convention 1982 (No. 158)
- Termination of Employment Recommendation, 1982 (No. 166)

Article 12 of the ILO's Termination of Employment Convention, 1982 (No. 158) states that a worker whose employment has been terminated shall be entitled, in accordance with national law and practice, to a severance allowance or other separation benefits, the amount of which shall be based, among other things, on length of service and the level of wages. It is to be paid directly by the employer or by a fund constituted by employers' contributions, unemployment insurance benefits or assistance or other forms of social security, or a combination of such allowance and benefits.

Workers who do not fulfil the qualifying conditions for unemployment insurance or assistance or those workers who are terminated for serious misconduct need not be paid any severance allowance or separation benefits solely because they are not receiving an unemployment benefit. Workers whose employment is terminated for serious misconduct are not entitled to any severance allowance or separation benefits. Similar provisions are found in Paragraph 18 of the ILO's Termination of Employment Recommendation, 1982 (No. 166).

Scoring Methodology

Whether there is severance pay on contract termination:

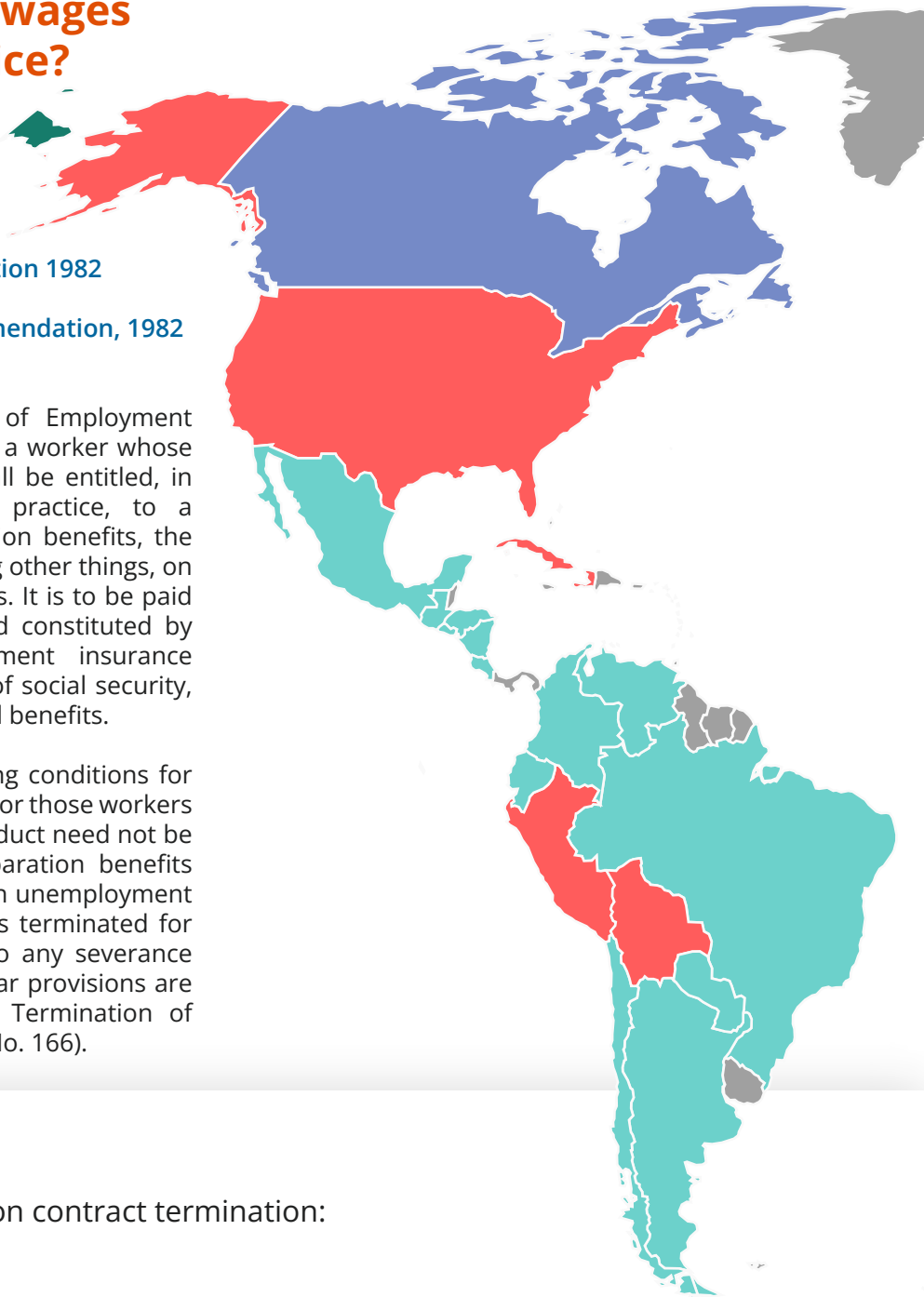
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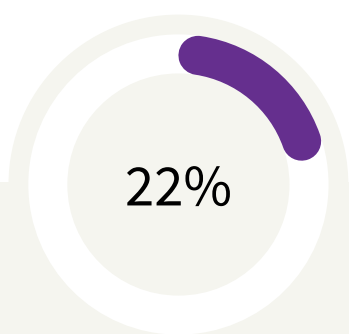
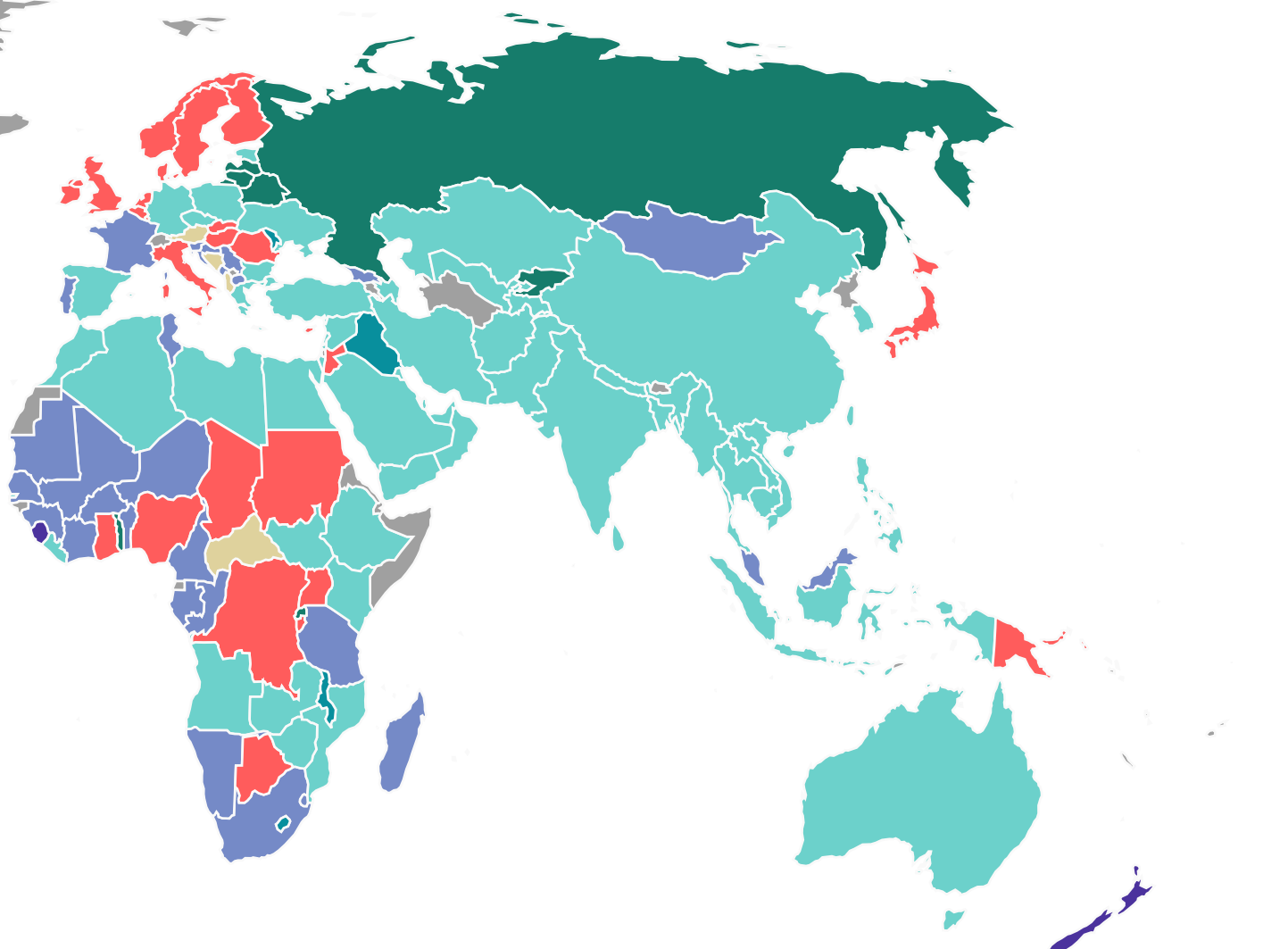
Labour legislation requires employers to provide severance pay (gratuity or end-of-service allowance) at the rate of two weeks' wages for each year of service* on contract termination in the event of individual dismissal or economic dismissals (redundancy) or on expiry of a fixed-term contract, except in cases of gross misconduct.

0

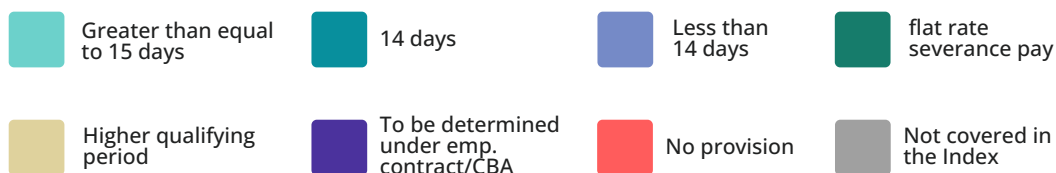
Severance pay is not required under the law or is provided at a rate lower than two weeks' wages for each year of service or the rate (for severance pay) is not specified under the law.

*For data comparability the standard of two weeks' pay per service year for severance pay was set.





22% of the 145 countries do not have any legal provision regarding severance pay.



68

countries require severance pay proportional to or higher than 15 days wages per year of service

4

countries set severance pay proportional to 2 weeks per year of service

28

countries set severance pay proportional to less than 2 weeks per year of service

7

countries set a flat rate severance pay

4

countries have a qualifying period greater than one year of service

2

countries allow the employment contract to establish severance pay

32

countries have no provision related to severance pay

Written Employment Contracts

Region	Written Employment Contracts	Written Employment Particulars	No Provision	Covered Countries
Africa	Angola, Burundi, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Gabon, Gambia, Ghana, Kenya, Liberia, Libya, Madagascar, Mali, Mauritania, Mozambique, Niger, Nigeria, Rwanda, South Africa, South Sudan, Sudan, Togo, Uganda, United Republic of Tanzania	Algeria, Cabo Verde, Eswatini, Ethiopia, Guinea, Malawi, Morocco, Sierra Leone, Zambia, Zimbabwe	Benin, Botswana, Burkina Faso, Cameroon, Lesotho, Namibia, Senegal, Tunisia	45
Americas	Chile, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela	Bolivia, Brazil, Canada, Colombia	Argentina	19
Asia	Afghanistan, Azerbaijan, Bahrain, China, Iran, Iraq, Jordan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Malaysia, Mongolia, Myanmar, Nepal, Oman, Qatar, Saudi Arabia, Syria, Taiwan , Tajikistan, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	Bangladesh, Cambodia, Indonesia, Israel, Japan, Kazakhstan, Pakistan, Philippines, Republic of Korea, Singapore, Sri Lanka	India, Lebanon, Thailand	38
Europe	Albania, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Estonia, Georgia, Hungary, Italy, Latvia, Lithuania, Luxembourg, Moldova, Montenegro, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Ukraine	Austria, Belgium, Cyprus, Denmark, Finland, France, Germany, Greece, Ireland, Malta, Netherlands, Serbia, Spain, Sweden, Türkiye, United Kingdom		40
Oceania	New Zealand, Papua New Guinea	Australia		3
Total Countries	91	42	12	145

Fixed Term Contracts

Region	≤ 12 months	13-36 months	37-60 month	≥ 61 months	No limit	Covered Countries
Africa	Burundi, Morocco, Sierra Leone	Algeria, Central African Republic, Congo, Côte D'Ivoire, Gabon, Guinea, Madagascar, Mauritania	Angola, Cabo Verde, Cameroon, Chad, Democratic Republic of the Congo, Ethiopia, Libya, Niger, Senegal, South Sudan, Sudan, Togo, Tunisia	Mali, Mozambique	Benin, Botswana, Burkina Faso, Egypt, Eswatini, Gambia, Ghana, Kenya, Lesotho, Liberia, Malawi, Namibia, Nigeria, Rwanda, South Africa, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	45
Americas	Chile, Costa Rica	Bolivia, Brazil, Venezuela	Argentina, Peru		Canada, Colombia, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, United States of America	19
Asia	Pakistan, Philippines, Tajikistan	Indonesia, Iraq, Kazakhstan, Lao People's Democratic Republic, Mongolia, Republic of Korea, Thailand	Azerbaijan, Bahrain, Cambodia, Jordan, Kyrgyz Republic, Oman, Saudi Arabia, Syria, Uzbekistan	China, Kuwait, Viet Nam	Afghanistan, Bangladesh, India, Iran, Israel, Japan, Lebanon, Malaysia, Myanmar, Nepal, Qatar, Singapore, Sri Lanka, Taiwan , United Arab Emirates, Yemen	38
Europe		Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, France, Georgia, Germany, Greece, Italy, Luxembourg, Montenegro, Netherlands, Poland, Romania, Serbia, Slovakia, Slovenia, Sweden	Hungary, Ireland, Latvia, Lithuania, Malta, Moldova, North Macedonia, Norway, Portugal, Russian Federation, Spain, United Kingdom	Czechia, Estonia	Albania, Austria, Belarus, Denmark, Finland, Türkiye, Ukraine	40
Oceania		Australia, Papua New Guinea			New Zealand	3
Total Countries	8	39	36	7	55	145

Probation Period

Region	< 3 months	3 months	> 3 months	No Provision	Covered Countries
Africa	Angola, Benin, Burkina Faso, Cabo Verde, Central African Republic, Chad, Côte D'Ivoire, Ethiopia, Guinea, Libya, Niger, Senegal, Togo	Egypt, Eswatini, Gabon, Liberia, Morocco, Mozambique, South Sudan, Sudan, Zimbabwe	Algeria, Botswana, Burundi, Cameroon, Congo, Democratic Republic of the Congo, Gambia, Kenya, Lesotho, Madagascar, Malawi, Mali, Mauritania, Rwanda, Sierra Leone, Tunisia, Uganda, United Republic of Tanzania, Zambia	Ghana, Namibia, Nigeria, South Africa	45
Americas	Colombia, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Venezuela	Argentina, Bolivia, Brazil, Canada, Costa Rica, Cuba, Ecuador, Haiti	Peru	Chile, United Sates of America	19
Asia	Lao People's Democratic Republic	Afghanistan, Azerbaijan, Bahrain, Cambodia, Indonesia, Iran, Iraq, Jordan, Kazakhstan, Kyrgyz Republic, Lebanon, Myanmar, Oman, Pakistan, Republic of Korea, Syria, Tajikistan, Uzbekistan, Viet Nam	Bangladesh, China, India, Kuwait, Mongolia, Nepal, Philippines, Qatar, Saudi Arabia, United Arab Emirates, Yemen	Israel, Japan, Malaysia, Singapore, Sri Lanka, Taiwan , Thailand	38
Europe	Austria, Belgium, Netherlands, Spain, Türkiye	Albania, Belarus, Czechia, Denmark, Hungary, Latvia, Lithuania, Poland, Romania, Russian Federation, Slovakia, Ukraine	Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Estonia, Finland, France, Georgia, Germany, Greece, Ireland, Italy, Luxembourg, Malta, Moldova, Montenegro, North Macedonia, Norway, Portugal, Serbia, Slovenia, Sweden, United Kingdom		40
Oceania		New Zealand	Australia	Papua New Guinea	3
Total Countries	27	49	55	14	145

Termination Notice Period

Region	≤ 14 days	15-30 days	> 30 days	Different Notice Periods	No Provision	Covered Countries
Africa	Democratic Republic of the Congo, Ghana, Nigeria	Angola, Benin, Burkina Faso, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Gabon, Gambia, Guinea, Kenya, Lesotho, Libya, Madagascar, Malawi, Mali, Morocco, Namibia, Niger, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia	Algeria, Egypt, Mauritania, Zimbabwe	Burundi, Eswatini, Ethiopia, Liberia, Mozambique	Botswana	45
Americas	Canada, El Salvador, Guatemala	Brazil, Chile, Costa Rica, Haiti, Honduras, Nicaragua, Peru, Venezuela	Paraguay	Argentina, Cuba, Ecuador	Bolivia, Colombia, Mexico, United Sates of America	19
Asia	Kyrgyz Republic, Singapore, Uzbekistan	Afghanistan, Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Israel, Japan, Jordan, Kazakhstan, Lebanon, Malaysia, Mongolia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Sri Lanka, Taiwan , Tajikistan, Thailand, United Arab Emirates, Yemen	Kuwait, Lao People's Democratic Republic, Saudi Arabia, Syria, Viet Nam	Indonesia, Iran, Iraq		38
Europe	Cyprus, Ireland, Malta, United Kingdom	Albania, Bulgaria, Croatia, Estonia, Finland, France, Georgia, Germany, Greece, Italy, Latvia, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Serbia, Slovenia, Spain, Sweden, Türkiye	Austria, Czechia, Russian Federation, Slovakia	Belarus, Belgium, Bosnia and Herzegovina, Denmark, Hungary, Lithuania, Luxembourg, Ukraine		40
Oceania	Papua New Guinea		Australia	New Zealand		3
Total Countries	14	91	15	20	5	145

Severance Pay

Region	< 14 days	14 days	≥ 15 days	Higher qualifying period	Flat rate severance pay	To be determined under emp. Contract/CBA	No Provision	Covered Countries
Africa	Benin, Burkina Faso, Cameroon, Congo, Côte D'Ivoire, Eswatini, Gabon, Guinea, Madagascar, Mali, Mauritania, Namibia, Niger, Senegal, South Africa, Tunisia, United Republic of Tanzania	Lesotho, Malawi	Algeria, Angola, Cabo Verde, Egypt, Ethiopia, Gambia, Kenya, Liberia, Libya, Morocco, Mozambique, South Sudan, Zambia, Zimbabwe	Central African Republic	Rwanda, Togo	Sierra Leone	Botswana, Burundi, Chad, Democratic Republic of the Congo, Ghana, Nigeria, Sudan, Uganda	45
Americas	Canada		Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Venezuela				Bolivia, Cuba, Haiti, Peru, United States of America	19
Asia	Malaysia, Mongolia	Iraq	Afghanistan, Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Israel, Kazakhstan, Kuwait, Lao People's Democratic Republic, Lebanon, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Sri Lanka, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	Albania, Austria, Bosnia and Herzegovina	Kyrgyz Republic		Japan, Jordan, Singapore	38
Europe	Croatia, France, Georgia, Montenegro, North Macedonia, Portugal, Serbia, Slovenia	Moldova	Bulgaria, Czechia, Estonia, Germany, Greece, Poland, Spain, Türkiye, Ukraine		Belarus, Latvia, Lithuania, Russian Federation		Belgium, Cyprus, Denmark, Finland, Hungary, Ireland, Italy, Luxembourg, Malta, Netherlands, Norway, Romania, Slovakia, Sweden, United Kingdom	40
Oceania			Australia			New Zealand	Papua New Guinea	3
Total Countries	28	4	68	4	7	2	32	145

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Country	Region	Written Employment Contract	Fixed Term Contract	Probation Period	Termination Notice	Severance Pay
Afghanistan	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Albania	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Algeria	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Angola	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Argentina	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Australia	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Austria	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Azerbaijan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bahrain	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bangladesh	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Belarus	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Belgium	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Benin	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bolivia	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bosnia and Herzegovina	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Botswana	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Brazil	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bulgaria	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Burkina Faso	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Burundi	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cabo Verde	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cambodia	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cameroon	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Canada	North America	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Central African Republic	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Chad	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Chile	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

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Country	Region	Written Employment Contract	Fixed Term Contract	Probation Period	Termination Notice	Severance Pay
China	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Colombia	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Congo	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Costa Rica	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Côte D'Ivoire	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Croatia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cuba	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cyprus	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Czechia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
D.R Congo	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Denmark	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ecuador	South America	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Egypt	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
El Salvador	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Estonia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Eswatini	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ethiopia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Finland	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
France	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Gabon	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Gambia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Georgia	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Germany	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ghana	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Greece	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Guatemala	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Guinea	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

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Country	Region	Written Employment Contract	Fixed Term Contract	Probation Period	Termination Notice	Severance Pay
Haiti	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Honduras	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Hungary	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
India	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Indonesia	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Iran	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Iraq	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ireland	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Israel	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Italy	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Japan	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Jordan	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Kazakhstan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Kenya	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Kuwait	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Kyrgyzstan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Lao PDR	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Latvia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Lebanon	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Lesotho	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Liberia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Libya	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Lithuania	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Luxembourg	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Madagascar	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Malawi	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Malaysia	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

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Country	Region	Written Employment Contract	Fixed Term Contract	Probation Period	Termination Notice	Severance Pay
Mali	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Malta	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mauritania	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mexico	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Moldova	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mongolia	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Montenegro	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Morocco	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mozambique	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Myanmar	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Namibia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nepal	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Netherlands	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
New Zealand	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nicaragua	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Niger	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nigeria	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
North Macedonia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Norway	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Oman	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Pakistan	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Papua New Guinea	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Paraguay	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Peru	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Philippines	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Poland	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Portugal	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

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Country	Region	Written Employment Contract	Fixed Term Contract	Probation Period	Termination Notice	Severance Pay
Qatar	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Republic of Korea	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Romania	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Russian Federation	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Rwanda	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Saudi Arabia	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Senegal	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Serbia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Sierra Leone	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Singapore	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Slovakia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Slovenia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
South Africa	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
South Sudan	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Spain	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Sri Lanka	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Sudan	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Sweden	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Syria	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Taiwan	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Tajikistan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Thailand	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Togo	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Tunisia	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Türkiye	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Uganda	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ukraine	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

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Country	Region	Written Employment Contract	Fixed Term Contract	Probation Period	Termination Notice	Severance Pay
United Arab Emirates	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
United Kingdom	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
United Republic of Tanzania	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
United States of America	North America	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Uzbekistan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Venezuela	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Viet Nam	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Yemen	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Zambia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Zimbabwe	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>



Family Responsibilities

Family responsibilities are responsibilities in relation to dependent children and other immediate family members who need care (sick, elderly, infirm).

The Family Responsibilities indicator measures whether labour legislation ensures that workers get paternity leave, parental leave and flexible work options while tending to their family responsibilities. The indicator also analyses labour legislation on the provision of nursing breaks.

Linkage with SDGs



5.4 recognize and value unpaid care and domestic work through social protection policies and the promotion of shared responsibility within the household and the family

5.5 women's full and effective participation

8.5 full and productive employment and decent work for all

8.8 protect labour rights and promote safe and secure working environments for all workers

LABOUR RIGHTS INDEX 2024



4.1 Parental Leave

Does the law require parental leave for parents?

International Regulatory Standard

- Family Responsibilities Recommendation, 1981 (No. 165)
- Maternity Protection Recommendation, 2000 (No. 191)

Paragraph 22 of the ILO's Workers with Family Responsibilities Recommendation, 1981 (No. 165) and Paragraph 10 of the ILO's Maternity Protection Recommendation, 2000 (No. 191) insist that either parent should have the possibility, within a period immediately following maternity leave, of obtaining leave of absence (parental leave), without relinquishing employment and with rights resulting from employment being safeguarded. The parental leave period, its length, as well as payment of parental benefits and the use and distribution of parental leave between employed parents, should be determined by national laws or regulations or in any manner consistent with the national practice.

Scoring Methodology

Workers have the right to paid or unpaid parental leave of at least four months on exhaustion of maternity and paternity leave.

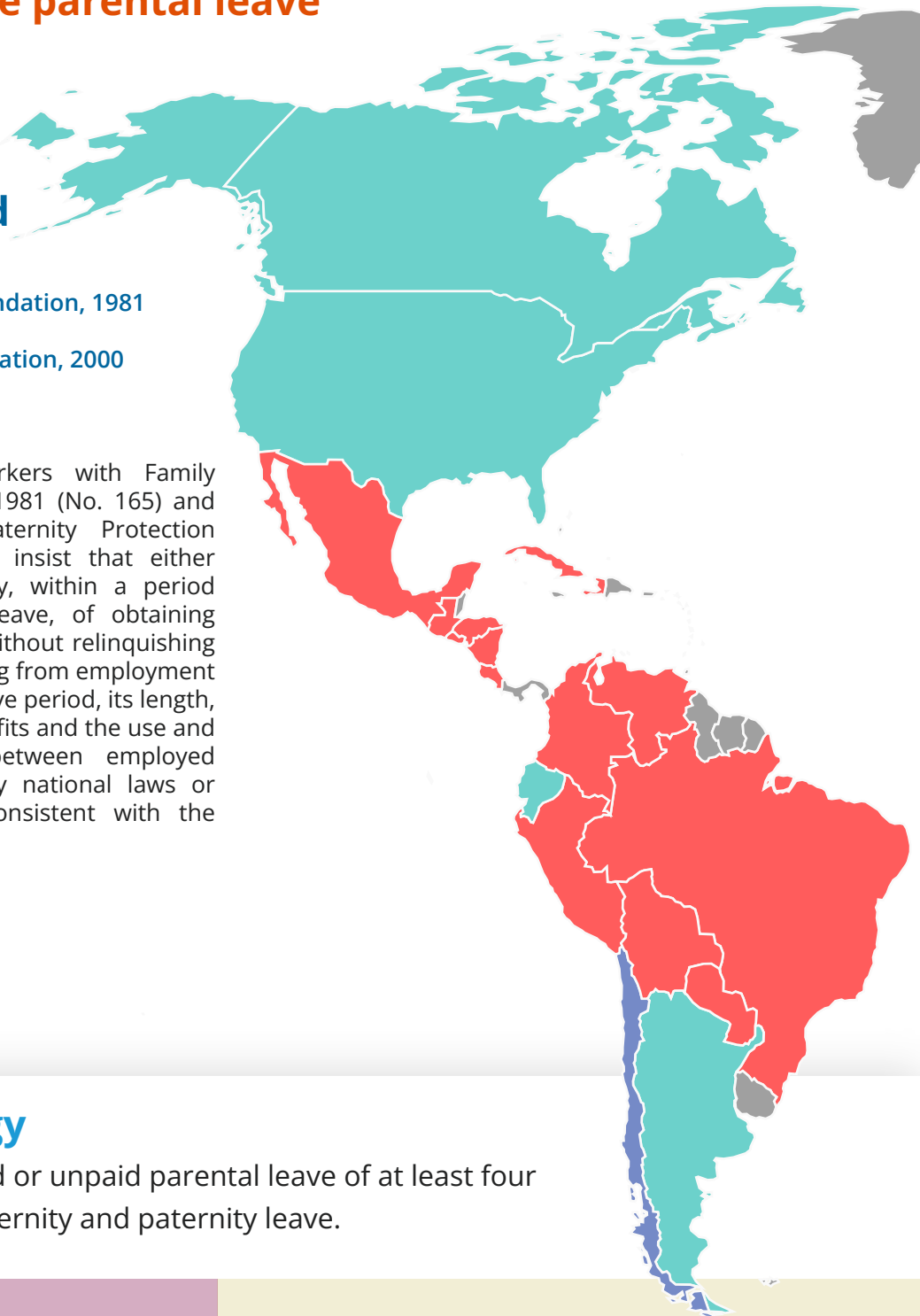
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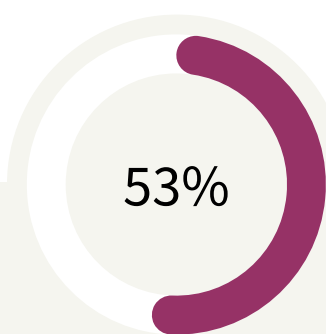
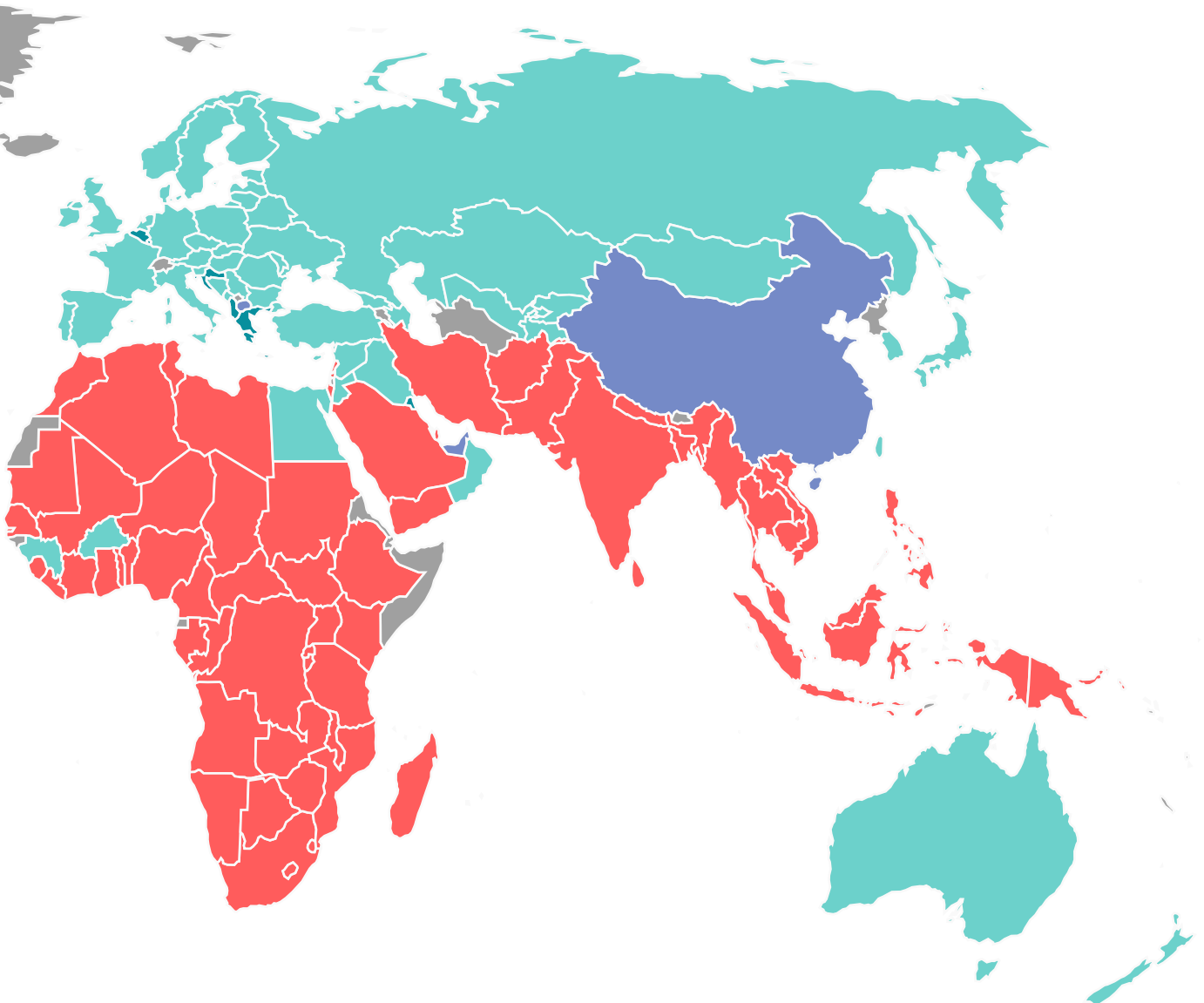
Workers have the right to paid or unpaid parental leave of at least four months on exhaustion of maternity and paternity leave.

0

Labour legislation does not provide for the right to paid or unpaid parental leave of four months on exhaustion of maternity and paternity leave.*

**Taking into account the fact that the first six months are vital for the healthy development of a child (UNICEF, 2019), the Labour Rights Index considers four-month parental leave along with compulsory post-natal maternity leave of 6 weeks. It is just 18 days short of 180 days!*





53% of the 145 countries have no legal provision for parental leave. Chile, China, North Macedonia, Singapore and the UAE require less than four months of parental leave.



4.2 Paternity Leave

Does the law require at least one week of paid paternity leave for fathers*?

International Regulatory Standard

- 2009 ILC Resolution Concerning Gender Equality at the Heart of Decent Work
- Quality Apprenticeships Recommendation, 2023 (No. 208)

In line with para 42 of the 2009 ILC** Resolution Concerning Gender Equality at the Heart of Decent Work, Governments must develop, together with social partners, adequate policies for a better balance of work and family responsibilities for an equal sharing of these responsibilities. Other than parental leave, such policies should include paternity leave, with incentives for men to use such leaves.

The only international labour standard which clearly refers to paternity leave is the ILO's Quality Apprenticeships Recommendation, 2023 (No. 208) which states that Members should take measures to ensure that apprentices have access to paid maternity or paternity leave and parental leave.

* "or, where and insofar as recognised by national law, equivalent second parents"

** ILC refers to the International Labour Conference. Generally referred to as the international parliament of labour, the annual Conference sets the international labour standards and the broad policies of the ILO. The annual meeting takes place in Geneva, Switzerland in June.

Scoring Methodology

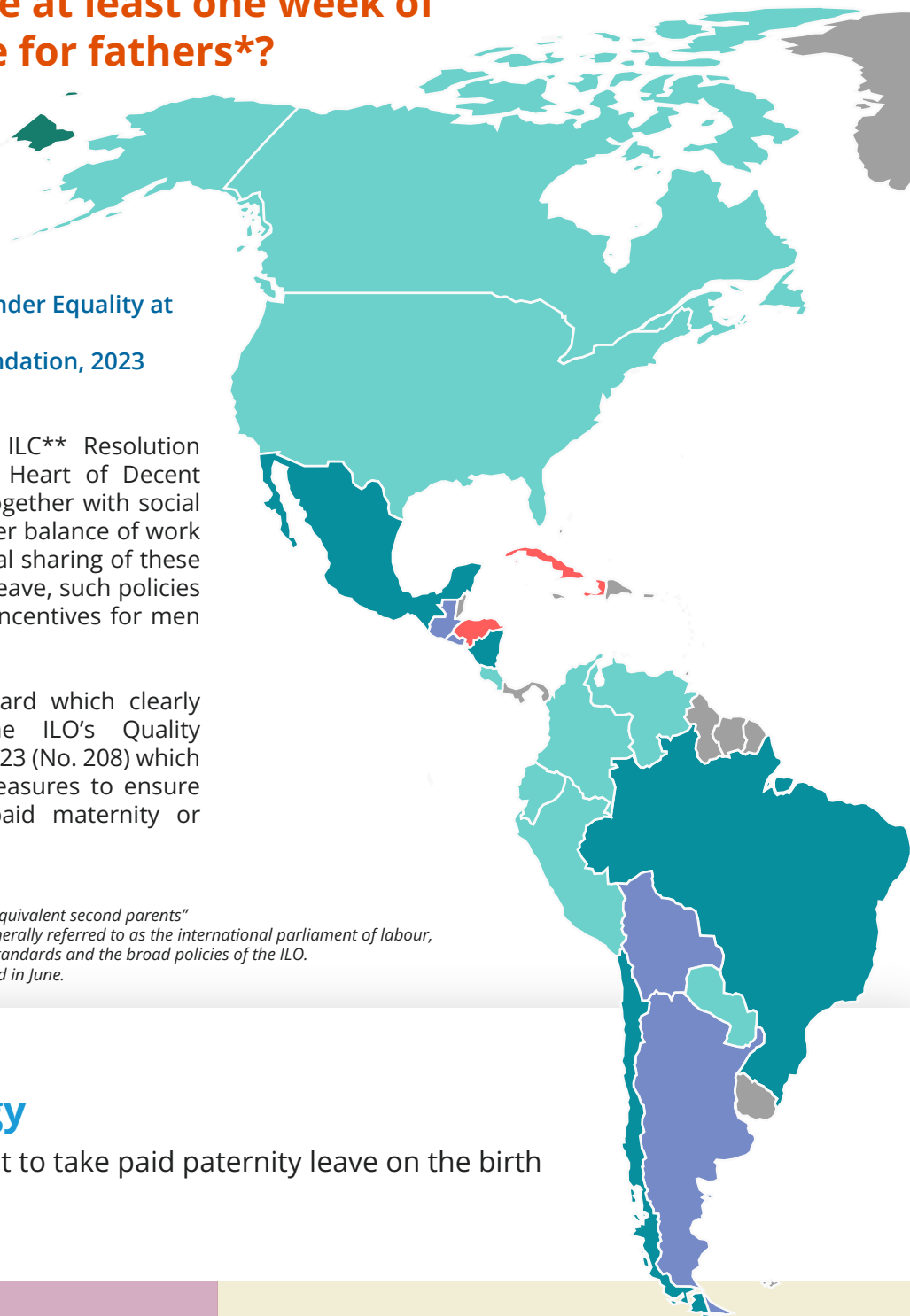
Whether fathers have the right to take paid paternity leave on the birth of a child:

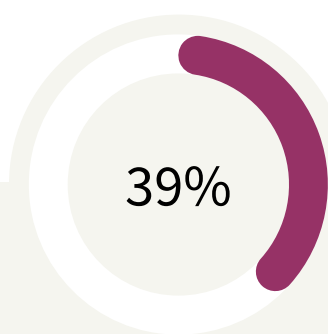
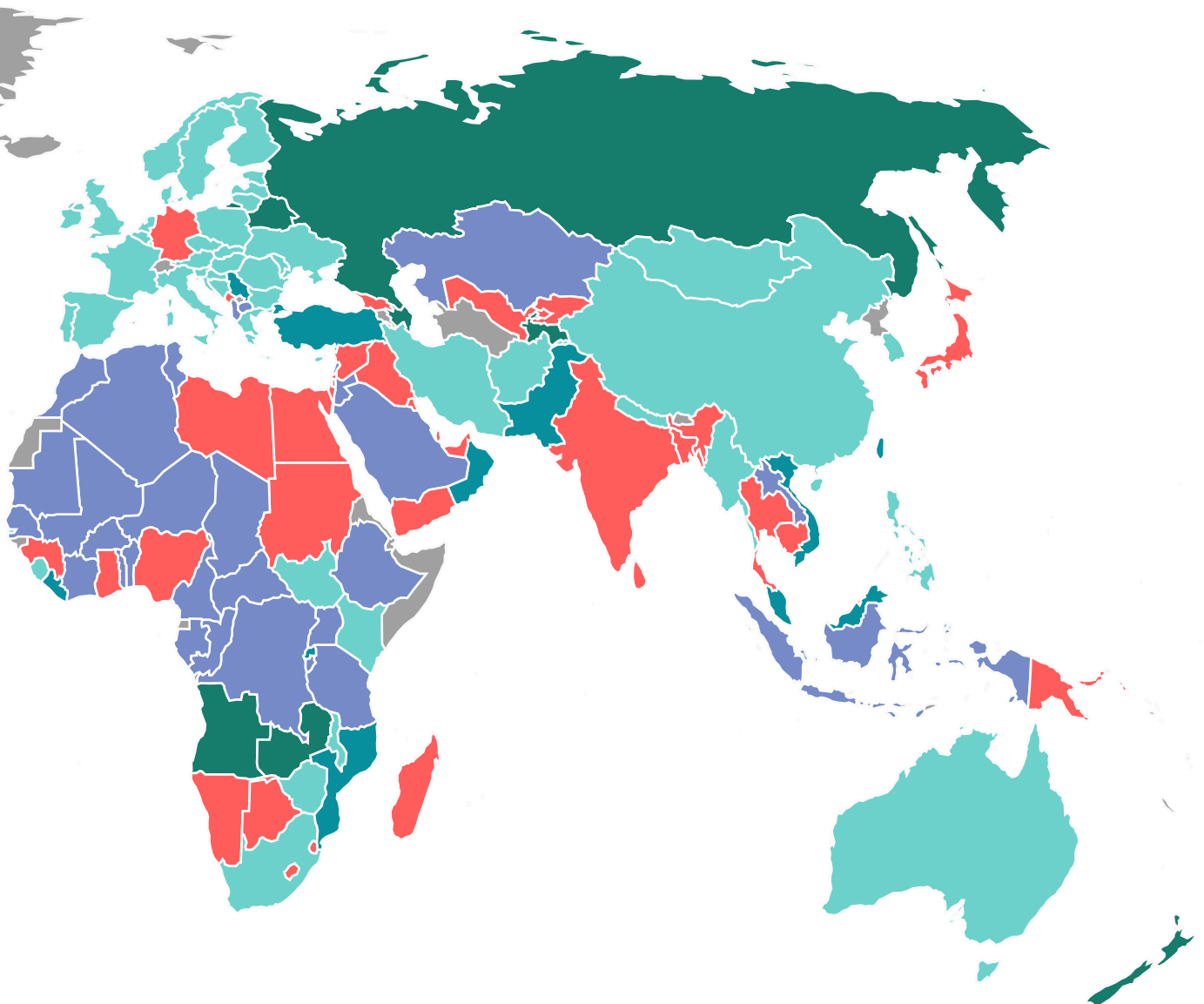
1

Labour legislation requires employers to grant paid paternity leave of at least one week on the birth of a child. Paternity leave might be an employer liability or paid by the social security system (social insurance or general tax financing).

0

There is no provision for paid paternity leave of at least one week.





39% of the 145 countries provide paternity leave greater than 7 days. Nine countries, mainly from the global south, enacted legislation requiring paternity leave during the last two years.



57

countries require greater than 7 days of paternity leave

14

countries provide 7 days of paternity leave

34

countries provide less than 7 days of paternity leave

7

countries allow unpaid paternity leave

33

countries have no provision regarding paternity leave

4.3 Flexible Work Arrangements

Does the law require flexible working arrangements* for workers with family responsibilities?

International Regulatory Standard

- Workers with Family Responsibilities Recommendation, 1981 (No. 165)
- Part-Time Work Convention, 1994 (No. 175)

Paragraph 18 of the ILO's Workers with Family Responsibilities Recommendation, 1981 (No. 165) suggests that particular attention should be given to general measures for improving working conditions and the quality of working life. This includes measures aimed at progressive reduction of daily hours of work and of overtime, and more flexible arrangements as regards working schedules, rest periods and holidays, taking into account the stage of development and the particular needs of the country and of different sectors of activity.

Article 9(2) of the ILO's Part-Time Work Convention, 1994 (No. 175) requires member states to take measures in order to facilitate access to productive and freely chosen part-time work which meets the needs of both employers and workers. Such measures should include the review of laws and regulations that may prevent or discourage recourse to or acceptance of part-time work. In employment policies, special attention must be given to the needs and preferences of specific groups such as the unemployed, workers with family responsibilities, older workers, workers with disabilities and workers undergoing education or training.

Scoring Methodology

Whether flexible working arrangements are available to workers with family responsibilities:

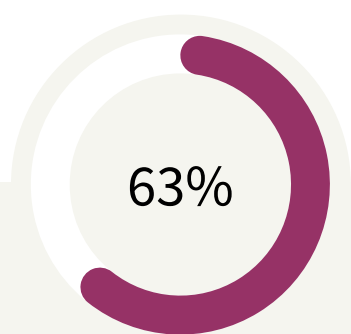
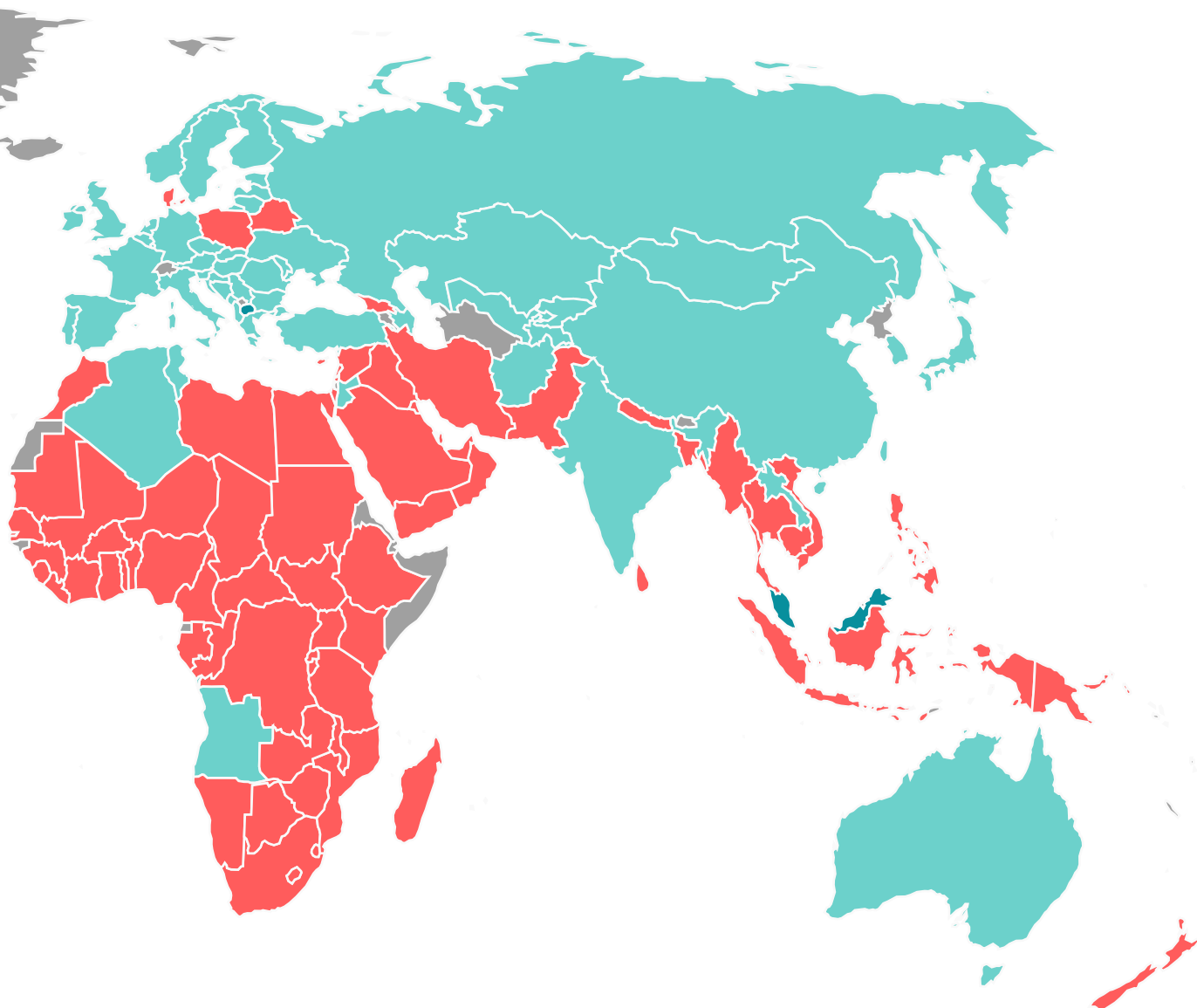
1

The labour legislation allows flexible work arrangements for workers with family responsibilities.


0


The labour legislation does not provide access to part-time work or flexible work for workers with family responsibilities.


* "flexible working arrangements" means the possibility for workers to adjust their working patterns, including through the use of remote working arrangements, flexible working schedules, or reduced working hours



63% of the 145 countries do not require employers to provide access to part-time work or flexible working arrangements for workers with family responsibilities.

 Flexible work arrangements

 No provision

 Not covered in the Index

53

countries allow flexible work arrangements for workers with family responsibilities

92

countries have no provision for flexible work arrangements for workers with family responsibilities

4.4 Paid Nursing Break

Does the law require paid nursing breaks?

International Regulatory Standard

- Maternity Protection Convention, 2000 (No. 183)
- Maternity Protection Recommendation, 2000 (No. 191)

Article 10 of the ILO's Maternity Protection Convention, 2000 (No. 183) requires that a woman worker must be given the right to one or more daily breaks or a daily reduction of hours of work to breastfeed her child. The period during which nursing breaks or the reduction of daily hours of work are allowed, their number, the duration of nursing breaks and the procedures for reducing daily hours of work shall be determined by national law and practice. These breaks or the reduction of daily work hours shall be counted as working time and remunerated accordingly. Paragraph 7 of the ILO's Maternity Protection Recommendation, 2000 (No. 191) further states that based on medical certificates, the frequency and length of nursing breaks should be adapted to the particular needs of workers.

Scoring Methodology

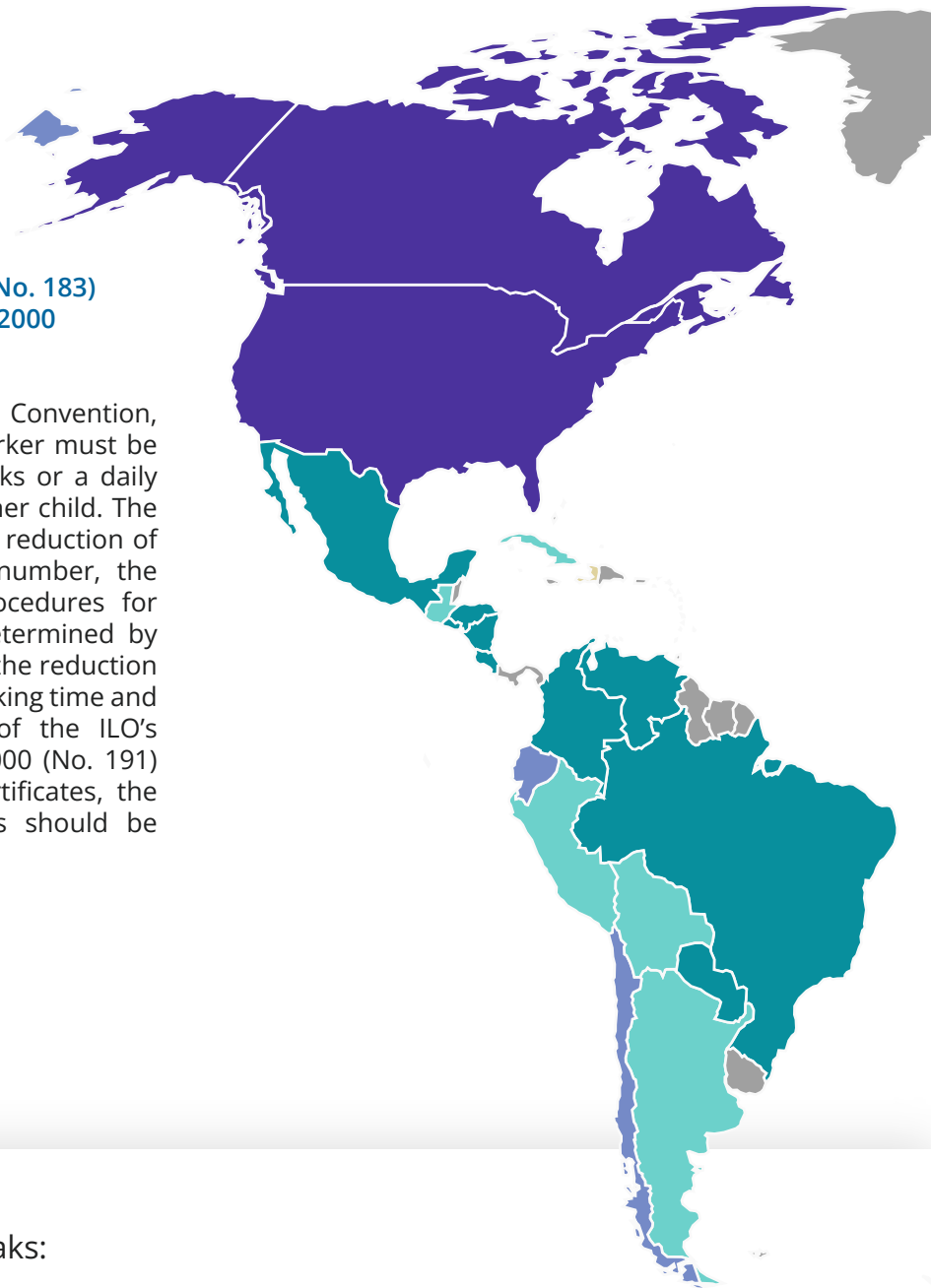
Whether there are paid nursing breaks:

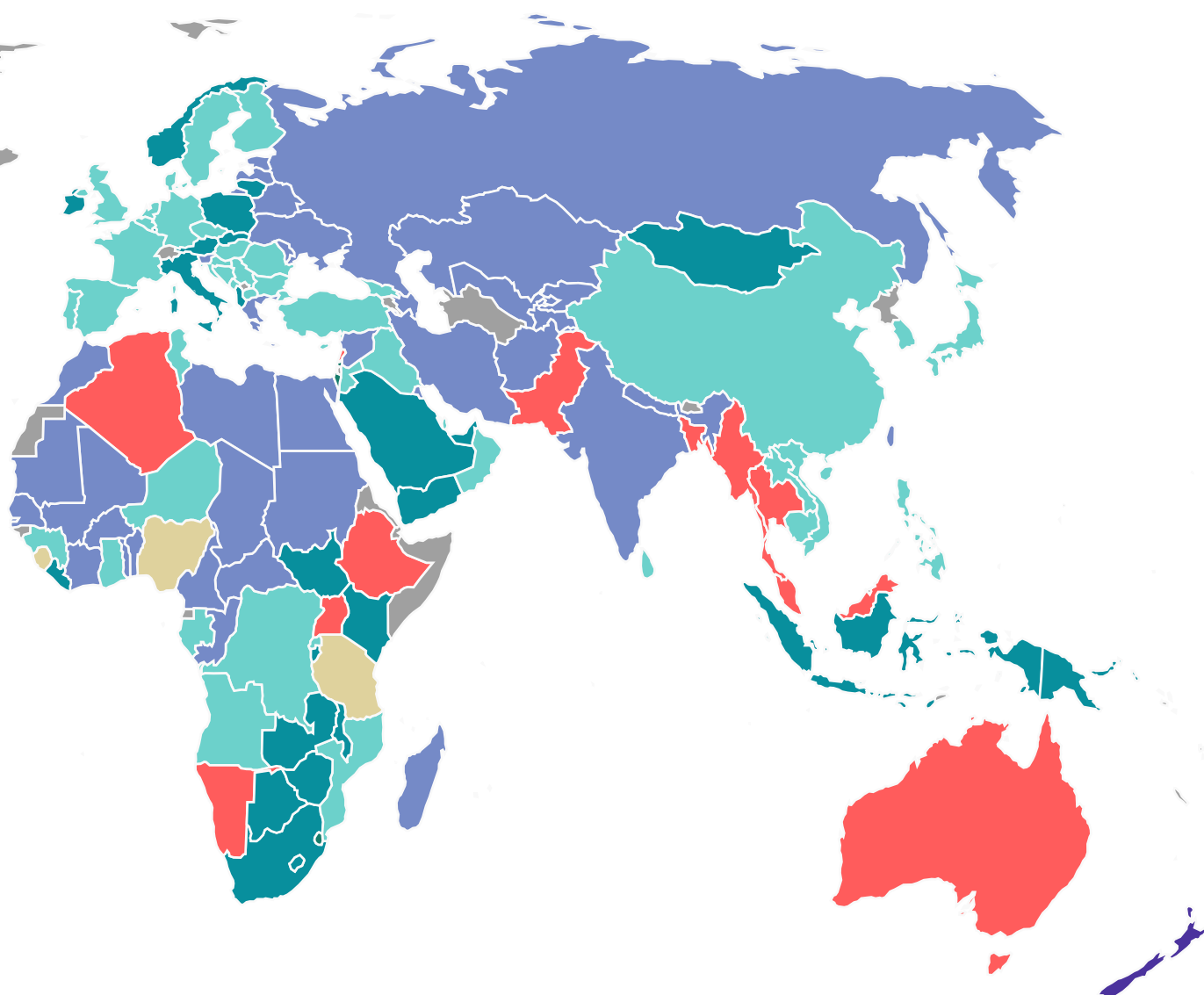
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The labour legislation requires the provision of paid nursing breaks until the infant is six months old. These nursing breaks can either be during the working day or take the form of reduced working hours.

0

Labour legislation does not require employers to grant fully paid nursing breaks to workers until the infant is six months old.





Israel and Eswatini provide a nursing break of less than 6 months. Haiti, Nigeria, Sierra Leone, and Tanzania do not set the nursing break limits.

48

countries require nursing breaks of 7 to 12 months for mothers to nurse their children

36

countries allow nursing breaks of 6 months for mothers to nurse their children

39

countries allow nursing breaks for longer than 12 months

2

countries require a nursing break of less than 6 months

4

countries have nursing breaks of unspecified lengths

3

countries provide unpaid nursing breaks

13

countries have no provisions for nursing breaks

Parental Leave

Region	< 4 months	4 months	> 4 months	No Provision	Covered Countries
Africa			Burkina Faso, Egypt, Guinea	Algeria, Angola, Benin, Botswana, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	45
Americas	Chile		Argentina, Canada, Ecuador, United States of America	Bolivia, Brazil, Colombia, Costa Rica, Cuba, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, Venezuela	19
Asia	China, Singapore, United Arab Emirates	Kuwait	Azerbaijan, Bahrain, Iraq, Japan, Jordan, Kazakhstan, Kyrgyz Republic, Mongolia, Oman, Republic of Korea, Syria, Taiwan , Tajikistan, Uzbekistan	Afghanistan, Bangladesh, Cambodia, India, Indonesia, Iran, Israel, Lao People's Democratic Republic, Lebanon, Malaysia, Myanmar, Nepal, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, Thailand, Viet Nam, Yemen	38
Europe	North Macedonia	Albania, Belgium, Croatia, Greece, Luxembourg, Malta	Austria, Belarus, Bosnia and Herzegovina, Bulgaria, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Hungary, Ireland, Italy, Latvia, Lithuania, Moldova, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania			Australia, New Zealand	Papua New Guinea	3
Total Countries	5	7	56	77	145

Paternity Leave

Region	< 7 days	7 days	> 7 days	Conditional leave	No Provision	Unpaid leave	Covered Countries
Africa	Algeria, Angola, Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Ethiopia, Gabon, Mali, Mauritania, Morocco, Niger, Senegal, Togo, Tunisia, Uganda, United Republic of Tanzania	Liberia, Mozambique, Rwanda	Cabo Verde, Gambia, Kenya, Malawi, Sierra Leone, South Africa, South Sudan, Zimbabwe		Botswana, Egypt, Eswatini, Ghana, Guinea, Lesotho, Libya, Madagascar, Namibia, Nigeria, Sudan	Zambia	45
Americas	Argentina, Bolivia, El Salvador, Guatemala	Brazil, Chile, Mexico, Nicaragua	Canada, Colombia, Costa Rica, Ecuador, Paraguay, Peru, United States of America, Venezuela		Cuba, Haiti, Honduras		19
Asia	Bahrain, Indonesia, Jordan, Kazakhstan, Lao People's Democratic Republic, Saudi Arabia	Malaysia, Oman, Pakistan, Taiwan, Viet Nam	Afghanistan, China, Iran, Mongolia, Myanmar, Nepal, Philippines, Republic of Korea, Singapore	Cambodia, Israel, Lebanon	Bangladesh, India, Iraq, Japan, Kuwait, Kyrgyz Republic, Qatar, Sri Lanka, Syria, Thailand, United Arab Emirates, Uzbekistan, Yemen	Azerbaijan , Tajikistan	38
Europe	Albania, North Macedonia	Serbia Türkiye	Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		Georgia, Germany, Montenegro	Belarus, Russian Federation	40
Oceania			Australia		Papua New Guinea	New Zealand	3
Total Countries	34	14	57	3	31	6	145

Flexible Work Arrangements

Region	Flexible Work Arrangements	No Provision	Covered Countries
Africa	Algeria, Angola, Tunisia	Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Sudan, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	45
Americas	Chile	Argentina, Bolivia, Brazil, Canada, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela	19
Asia	Afghanistan, Azerbaijan, China, India, Japan, Jordan, Kazakhstan, Kyrgyz Republic, Lao People's Democratic Republic, Mongolia, Republic of Korea, Taiwan , Tajikistan, Uzbekistan	Bahrain, Bangladesh, Cambodia, Indonesia, Iran, Iraq, Israel, Kuwait, Lebanon, Malaysia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, Syria, Thailand, United Arab Emirates, Viet Nam, Yemen	38
Europe	Albania, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, Norway, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom	Belarus, Cyprus, Denmark, Georgia, North Macedonia, Poland	40
Oceania	Australia	New Zealand, Papua New Guinea	3
Total Countries	53	92	145

Paid Nursing Breaks

Region	< 6 months	6 months	7-12 months	> 12 months	Unpaid	Unspecified length	No Provision	Covered Countries
Africa	Eswatini	Botswana, Burundi, Cabo Verde, Kenya, Lesotho, Liberia, Malawi, South Africa, South Sudan, Zambia, Zimbabwe	Angola, Democratic Republic of the Congo, Gabon, Ghana, Guinea, Mozambique, Niger, Rwanda, Tunisia	Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Egypt, Gambia, Libya, Madagascar, Mali, Mauritania, Morocco, Senegal, Sudan, Togo		Nigeria, Sierra Leone, United Republic of Tanzania	Algeria, Ethiopia, Namibia, Uganda	45
Americas		Brazil, Colombia, Costa Rica, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, Venezuela	Argentina, Bolivia, Cuba, Guatemala, Peru	Chile, Ecuador	Canada, United Sates of America	Haiti	Bangladesh, Lebanon, Malaysia, Myanmar, Pakistan, Singapore, Thailand	19
Asia	Israel	Bahrain, Indonesia, Mongolia, Saudi Arabia, United Arab Emirates, Yemen	Cambodia, China, Iraq, Japan, Jordan, Lao People's Democratic Republic, Oman, Philippines, Qatar, Republic of Korea, Sri Lanka, Viet Nam	Afghanistan, Azerbaijan, India, Iran, Kazakhstan, Kuwait, Kyrgyz Republic, Nepal, Syria, Taiwan , Tajikistan, Uzbekistan			Malta	38
Europe		Albania, Austria, Ireland, Italy, Lithuania, Luxembourg, Norway, Poland, Slovakia	Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Finland, France, Georgia, Germany, Hungary, Montenegro, Netherlands, North Macedonia, Portugal, Romania, Serbia, Spain, Sweden, Türkiye, United Kingdom	Belarus, Estonia, Greece, Latvia, Moldova, Russian Federation, Slovenia, Ukraine				40
Oceania		Papua New Guinea			New Zealand		Australia	3
Total Countries	2	36	48	39	3	4	13	145

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



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Country	Region	Parental Leave	Paternity Leave	Flexible Work Arrangements	Nursing Breaks
Afghanistan	South Asia	<div></div>	<div></div>	<div></div>	<div></div>
Albania	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>
Algeria	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>
Angola	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>
Argentina	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>
Australia	Oceania	<div></div>	<div></div>	<div></div>	<div></div>
Austria	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>
Azerbaijan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>
Bahrain	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>
Bangladesh	South Asia	<div></div>	<div></div>	<div></div>	<div></div>
Belarus	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>
Belgium	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>
Benin	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>
Bolivia	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>
Bosnia and Herzegovina	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>
Botswana	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>
Brazil	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>
Bulgaria	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>
Burkina Faso	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>
Burundi	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>
Cabo Verde	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>
Cambodia	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>
Cameroon	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>
Canada	North America	<div></div>	<div></div>	<div></div>	<div></div>
Central African Republic	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>
Chad	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>
Chile	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>

Family Responsibilities - country score snapshot

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  Represents a score of 0

Country	Region	Parental Leave	Paternity Leave	Flexible Work Arrangements	Nursing Breaks
China	East Asia				
Colombia	Latin America and the Caribbean				
Congo	Sub-Saharan Africa				
Costa Rica	Latin America and the Caribbean				
Côte D'Ivoire	Sub-Saharan Africa				
Croatia	Eastern Europe				
Cuba	Latin America and the Caribbean				
Cyprus	Eastern Europe				
Czechia	Eastern Europe				
D.R Congo	Sub-Saharan Africa				
Denmark	Western Europe				
Ecuador	South America				
Egypt	Middle East and North Africa				
El Salvador	Latin America and the Caribbean				
Estonia	Eastern Europe				
Eswatini	Sub-Saharan Africa				
Ethiopia	Sub-Saharan Africa				
Finland	Western Europe				
France	Western Europe				
Gabon	Sub-Saharan Africa				
Gambia	Sub-Saharan Africa				
Georgia	Caucasus and Central Asia				
Germany	Western Europe				
Ghana	Sub-Saharan Africa				
Greece	Eastern Europe				
Guatemala	Latin America and the Caribbean				
Guinea	Sub-Saharan Africa				

Family Responsibilities - country score snapshot

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



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Country	Region	Parental Leave	Paternity Leave	Flexible Work Arrangements	Nursing Breaks
Haiti	Latin America and the Caribbean				
Honduras	Latin America and the Caribbean				
Hungary	Eastern Europe				
India	South Asia				
Indonesia	South East Asia				
Iran	Middle East and North Africa				
Iraq	Middle East and North Africa				
Ireland	Western Europe				
Israel	Middle East and North Africa				
Italy	Western Europe				
Japan	East Asia				
Jordan	Middle East and North Africa				
Kazakhstan	Caucasus and Central Asia				
Kenya	Sub-Saharan Africa				
Kuwait	Middle East and North Africa				
Kyrgyzstan	Caucasus and Central Asia				
Lao PDR	South East Asia				
Latvia	Eastern Europe				
Lebanon	Middle East and North Africa				
Lesotho	Sub-Saharan Africa				
Liberia	Sub-Saharan Africa				
Libya	Middle East and North Africa				
Lithuania	Eastern Europe				
Luxembourg	Western Europe				
Madagascar	Sub-Saharan Africa				
Malawi	Sub-Saharan Africa				
Malaysia	South East Asia				

Family Responsibilities - country score snapshot

 Represents a score of 1









































































































 Represents a score of 0

Country	Region	Parental Leave	Paternity Leave	Flexible Work Arrangements	Nursing Breaks
Mali	Sub-Saharan Africa				
Malta	Western Europe				
Mauritania	Sub-Saharan Africa				
Mexico	Latin America and the Caribbean				
Moldova	Eastern Europe				
Mongolia	East Asia				
Montenegro	Eastern Europe				
Morocco	Middle East and North Africa				
Mozambique	Sub-Saharan Africa				
Myanmar	South East Asia				
Namibia	Sub-Saharan Africa				
Nepal	South Asia				
Netherlands	Western Europe				
New Zealand	Oceania				
Nicaragua	Latin America and the Caribbean				
Niger	Sub-Saharan Africa				
Nigeria	Sub-Saharan Africa				
North Macedonia	Eastern Europe				
Norway	Western Europe				
Oman	Middle East and North Africa				
Pakistan	South Asia				
Papua New Guinea	Oceania				
Paraguay	Latin America and the Caribbean				
Peru	Latin America and the Caribbean				
Philippines	South East Asia				
Poland	Eastern Europe				
Portugal	Western Europe				

Family Responsibilities - country score snapshot

 Represents a score of 1









































 Represents a score of 0

Country	Region	Parental Leave	Paternity Leave	Flexible Work Arrangements	Nursing Breaks
Qatar	Middle East and North Africa				
Republic of Korea	East Asia				
Romania	Eastern Europe				
Russian Federation	Eastern Europe				
Rwanda	Sub-Saharan Africa				
Saudi Arabia	Middle East and North Africa				
Senegal	Sub-Saharan Africa				
Serbia	Eastern Europe				
Sierra Leone	Sub-Saharan Africa				
Singapore	South East Asia				
Slovakia	Eastern Europe				
Slovenia	Eastern Europe				
South Africa	Sub-Saharan Africa				
South Sudan	Sub-Saharan Africa				
Spain	Western Europe				
Sri Lanka	South Asia				
Sudan	Sub-Saharan Africa				
Sweden	Western Europe				
Syria	Middle East and North Africa				
Taiwan	East Asia				
Tajikistan	Caucasus and Central Asia				
Thailand	South East Asia				
Togo	Sub-Saharan Africa				
Tunisia	Middle East and North Africa				
Türkiye	Eastern Europe				
Uganda	Sub-Saharan Africa				
Ukraine	Eastern Europe				

Family Responsibilities - country score snapshot

 Represents a score of 1

 Represents a score of 0

Country	Region	Parental Leave	Paternity Leave	Flexible Work Arrangements	Nursing Breaks
United Arab Emirates	Middle East and North Africa				
United Kingdom	Western Europe				
United Republic of Tanzania	Sub-Saharan Africa				
United States of America	North America				
Uzbekistan	Caucasus and Central Asia				
Venezuela	Latin America and the Caribbean				
Viet Nam	South East Asia				
Yemen	Middle East and North Africa				
Zambia	Sub-Saharan Africa				
Zimbabwe	Sub-Saharan Africa				



Maternity At Work

Maternity protection allows women to successfully combine their productive and reproductive roles without compromising one at the cost of another. Similarly, it protects women from discrimination in the labour market due to their reproductive roles.

The Maternity at Work indicator measures whether labour legislation ensures that workers get paid maternity leave and are protected from dismissal during and on account of pregnancy.

Linkage with SDGs



1.3 nationally appropriate social protection systems
 1.3.1 social protection for pregnant women and newborn
8.5 full and productive employment and decent work for all
8.8 protect labour rights and promote safe and secure working environments for all workers

LABOUR RIGHTS INDEX 2024



5.1 Pregnancy Inquiry During Recruitment

Does the law prohibit inquiring about pregnancy during recruitment?

International Regulatory Standard

- Maternity Protection Convention, 2000 (No. 183)

Article 9 of the ILO's Maternity Protection Convention, 2000 (No. 183) focuses on adopting appropriate measures to ensure that maternity does not constitute a source of discrimination in employment, including access to employment. Measures need to include a prohibition from requiring a test for pregnancy or a certificate of such a test when a woman is applying for employment, except where required by national laws or regulations in respect of work that is prohibited or restricted for pregnant or nursing women under national laws or regulations, or where there is a recognised or significant risk to the health of the woman and child.

Scoring Methodology

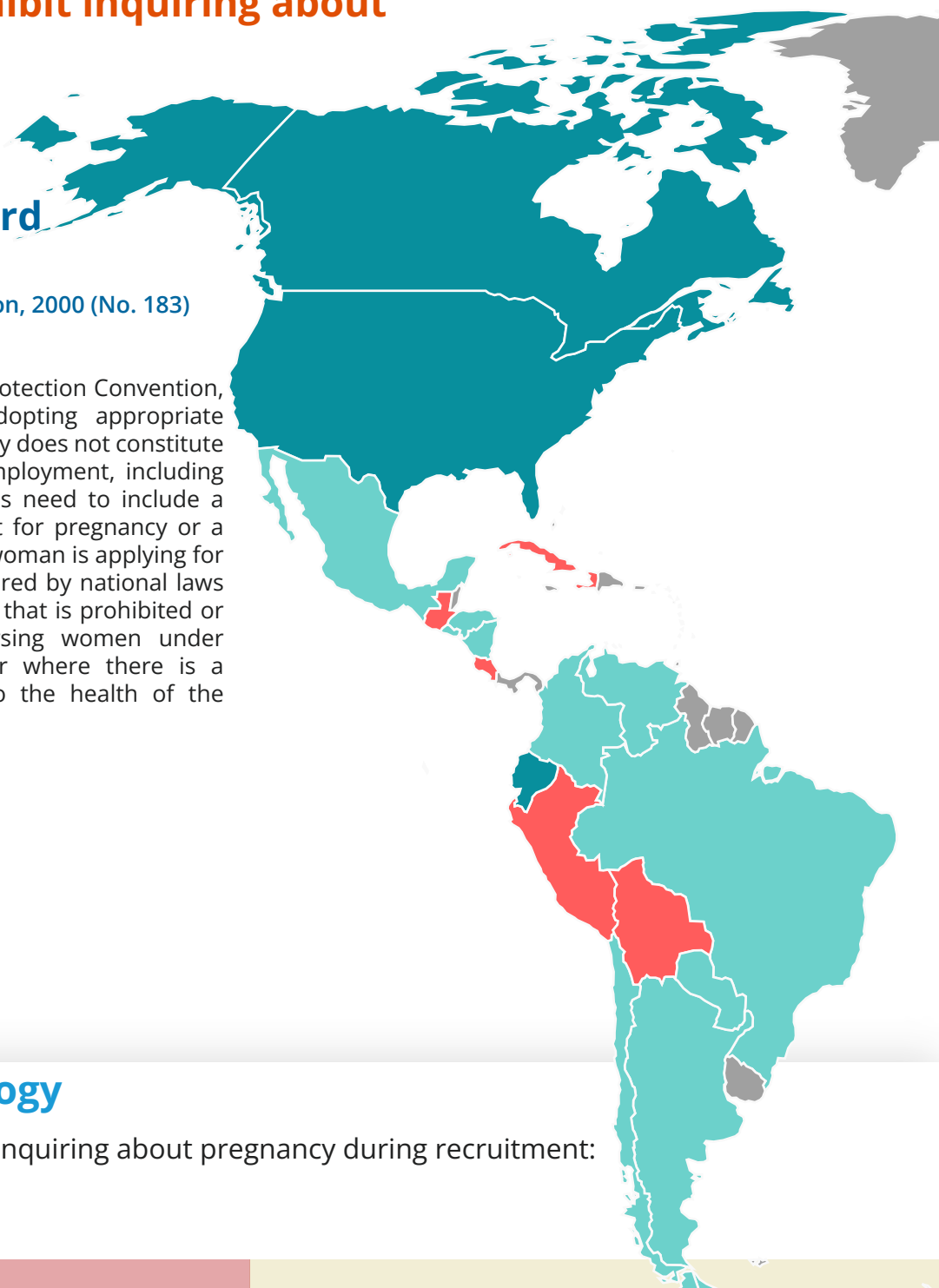
Whether the law prohibits inquiring about pregnancy during recruitment:

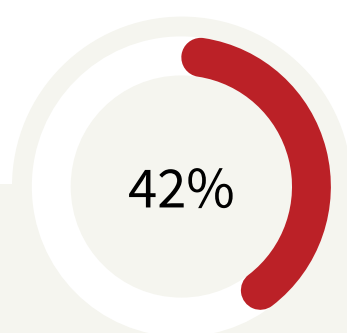
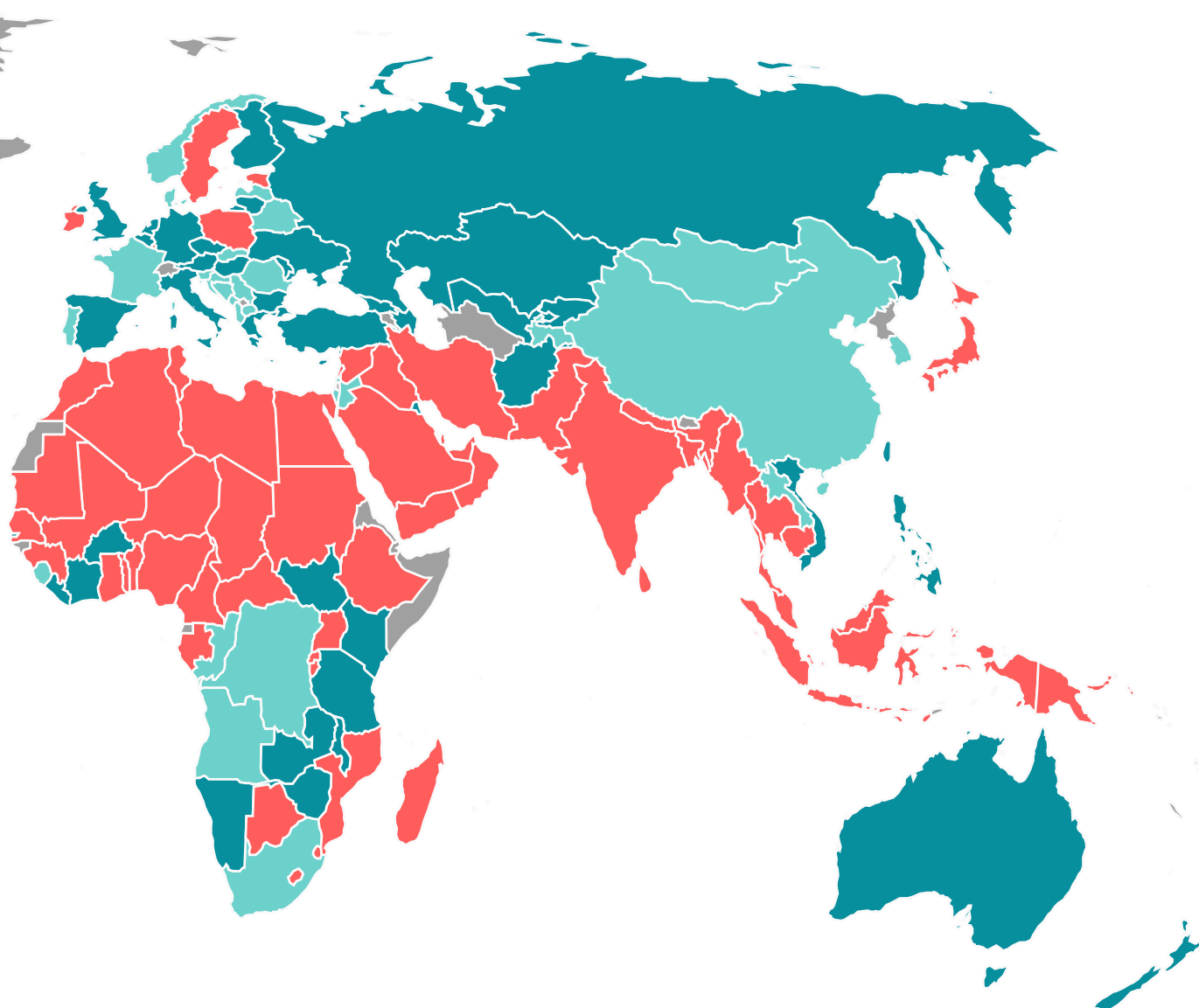
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Labour legislation prohibits employers from inquiring about pregnancy (through pregnancy testing or other means) during recruitment.

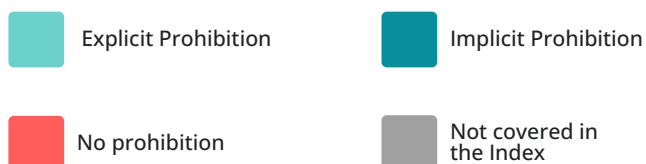
0

There is no prohibition in the law on inquiring about pregnancy/family planning during recruitment or making it a recruitment condition.





Of the 38 Asian countries covered under the Index, only 42% prohibit inquiring about pregnancy during recruitment.



37

countries explicitly prohibit employers from inquiring about pregnancy during the recruitment process

45

countries implicitly prohibit pregnancy inquiry during the recruitment process

63

countries do not prohibit pregnancy inquiry during the recruitment process

5.2 Maternity Leave

Does the law require maternity leave of at least 14 weeks?

International Regulatory Standard

- Maternity Protection Convention, 2000 (No. 183)

Article 4 of the ILO's Maternity Protection Convention, 2000 (No. 183) stipulates that a woman worker shall be entitled to a maternity leave of at least 14 weeks. With due regard to the protection of the mother's and child's health, maternity leave shall include a period of six weeks of compulsory leave after childbirth unless otherwise agreed at the national level by the government and the representative organisations of employers and workers.

Scoring Methodology

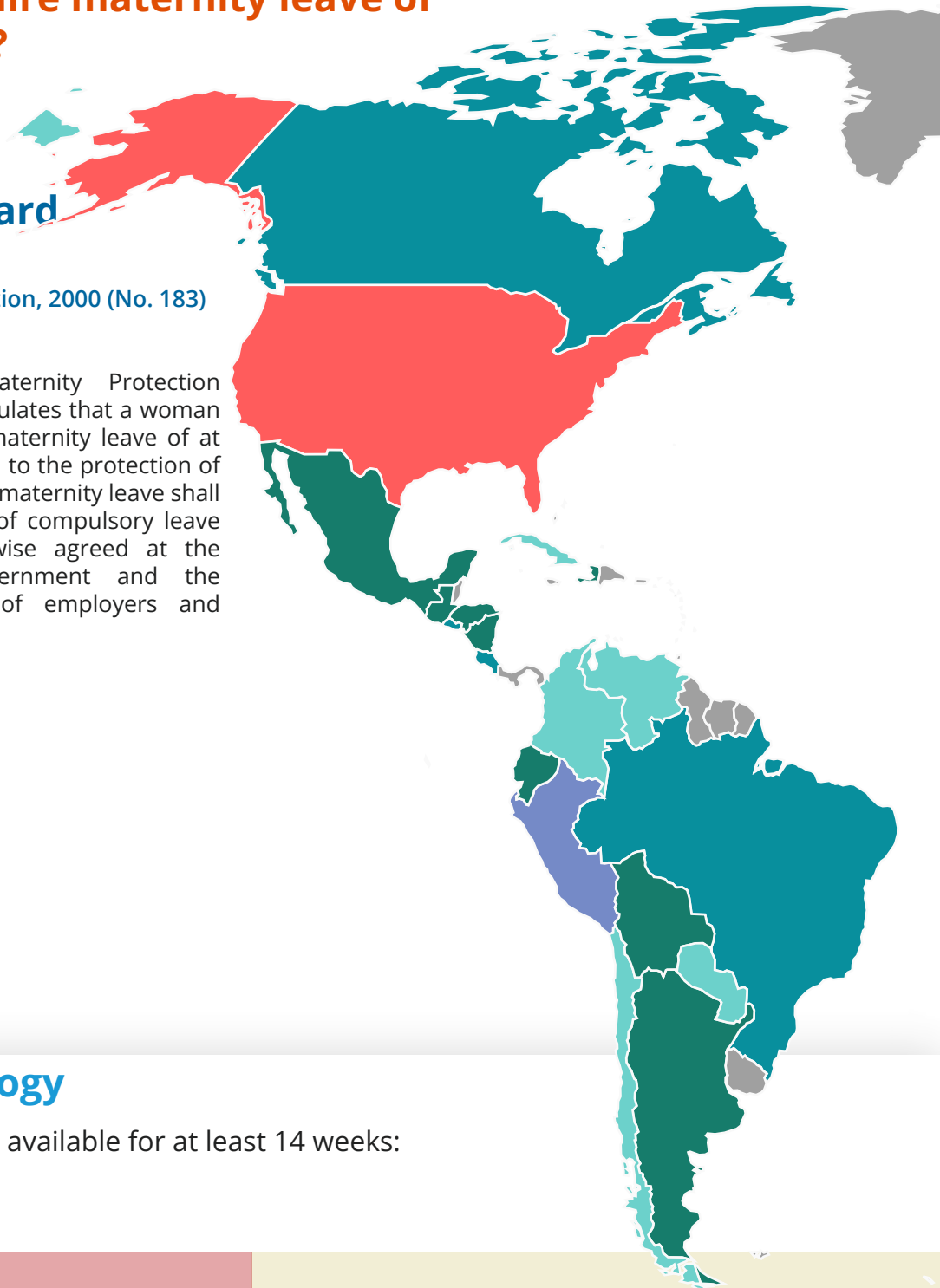
Whether maternity leave is available for at least 14 weeks:

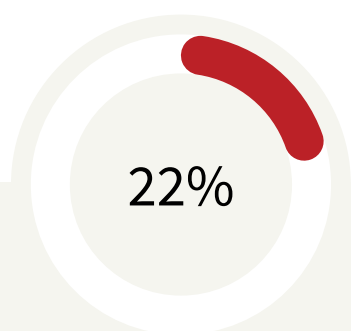
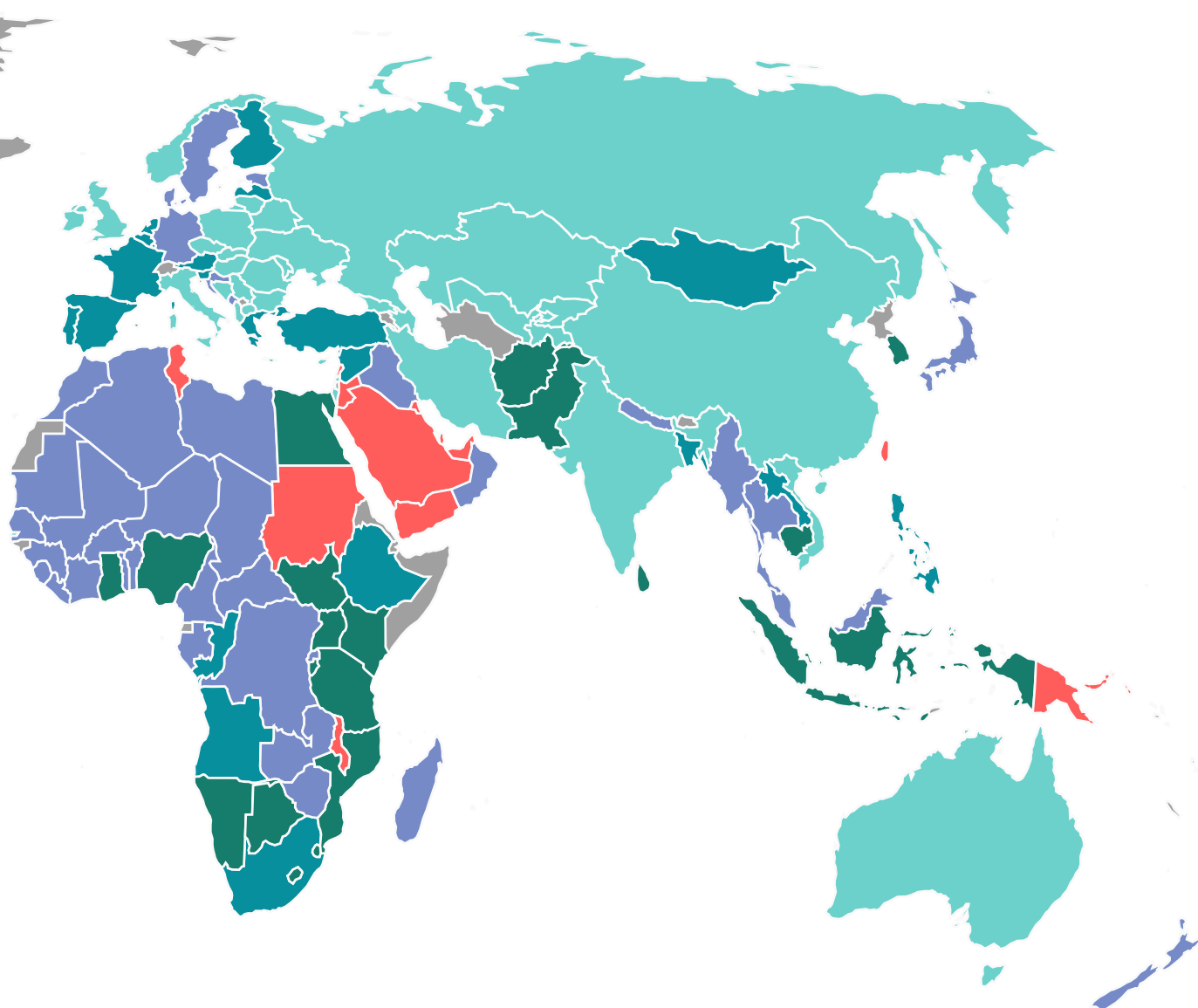
1

Women workers have the right to maternity leave of at least 14 weeks.

0

The length of maternity leave is less than 14 weeks.





There are 43 (22%) countries in the assessed 145 countries that do not meet the international regulatory standard of 14 weeks of maternity leave.



39

countries set forth a maternity leave of greater than 18 weeks

25

countries provide maternity leave between 15-17 weeks

38

countries have maternity leave of 14 weeks

29

countries have maternity leave between 12-13 weeks

14

countries provide for maternity leave of less than 12 weeks

5.3 Maternity Benefits

Does the law require cash maternity benefits to be at least two-thirds (66.67%) of a worker's former wage?

International Regulatory Standard

- Maternity Protection Convention, 2000 (No. 183)

Article 6 of the ILO's Maternity Protection Convention, 2000 (No. 183) shares that cash benefits shall be provided, in accordance with national laws and regulations, or in any other manner consistent with the national practice, to women who are absent from work on leave. The maternity benefits shall be set at a level that ensures that the woman can maintain proper health and a suitable standard of living for herself and her child. The amount of such benefits, however, shall not be less than two-thirds of the woman's previous earnings or of such of those earnings as are taken into account for the purpose of computing benefits.

Scoring Methodology

Whether cash maternity benefit is at least two-thirds of the worker's former wage:

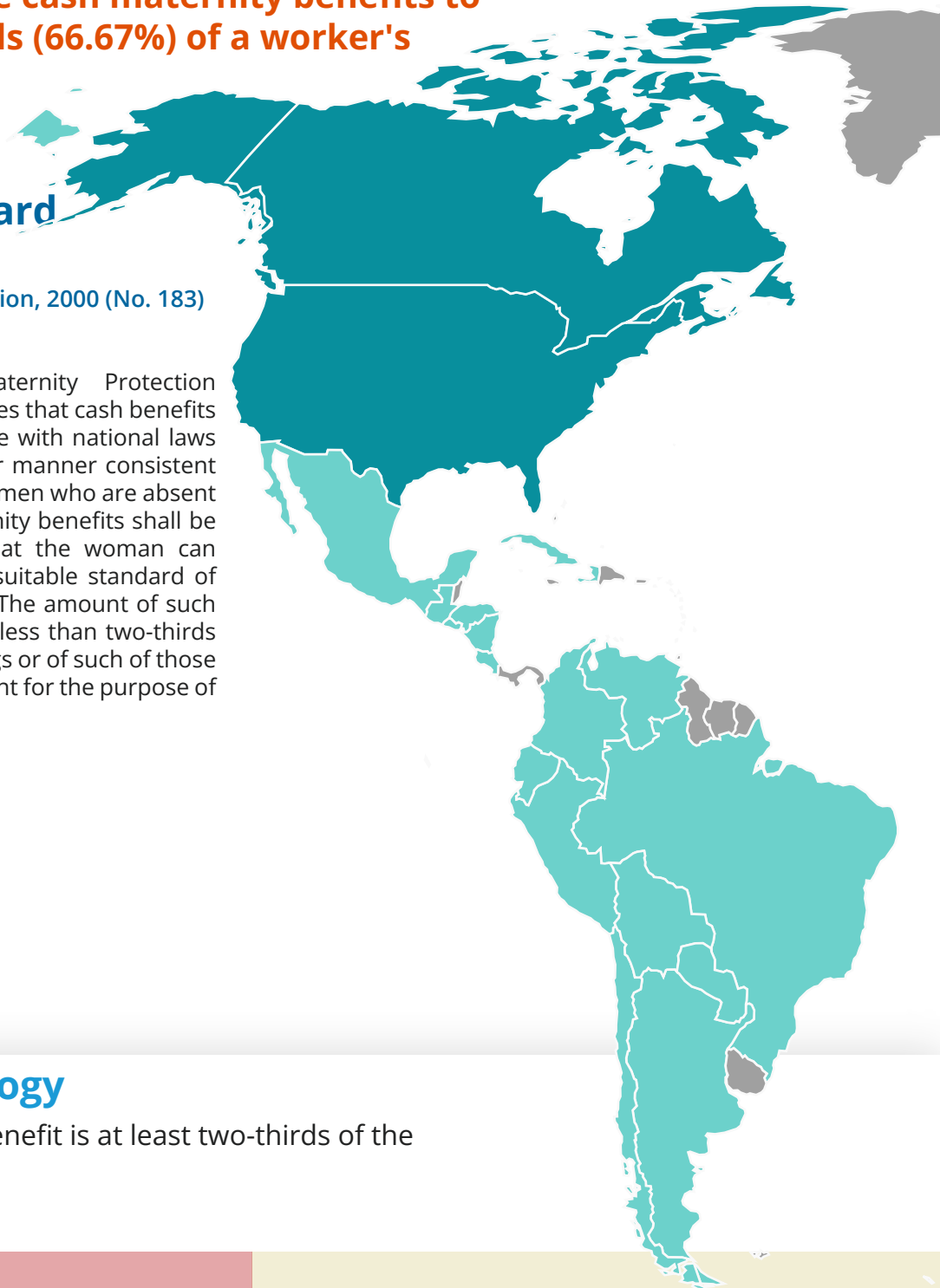
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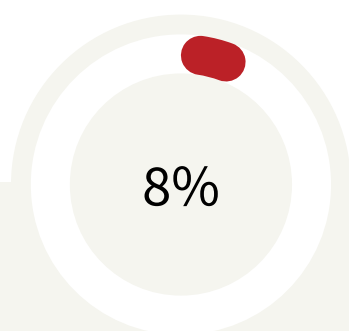
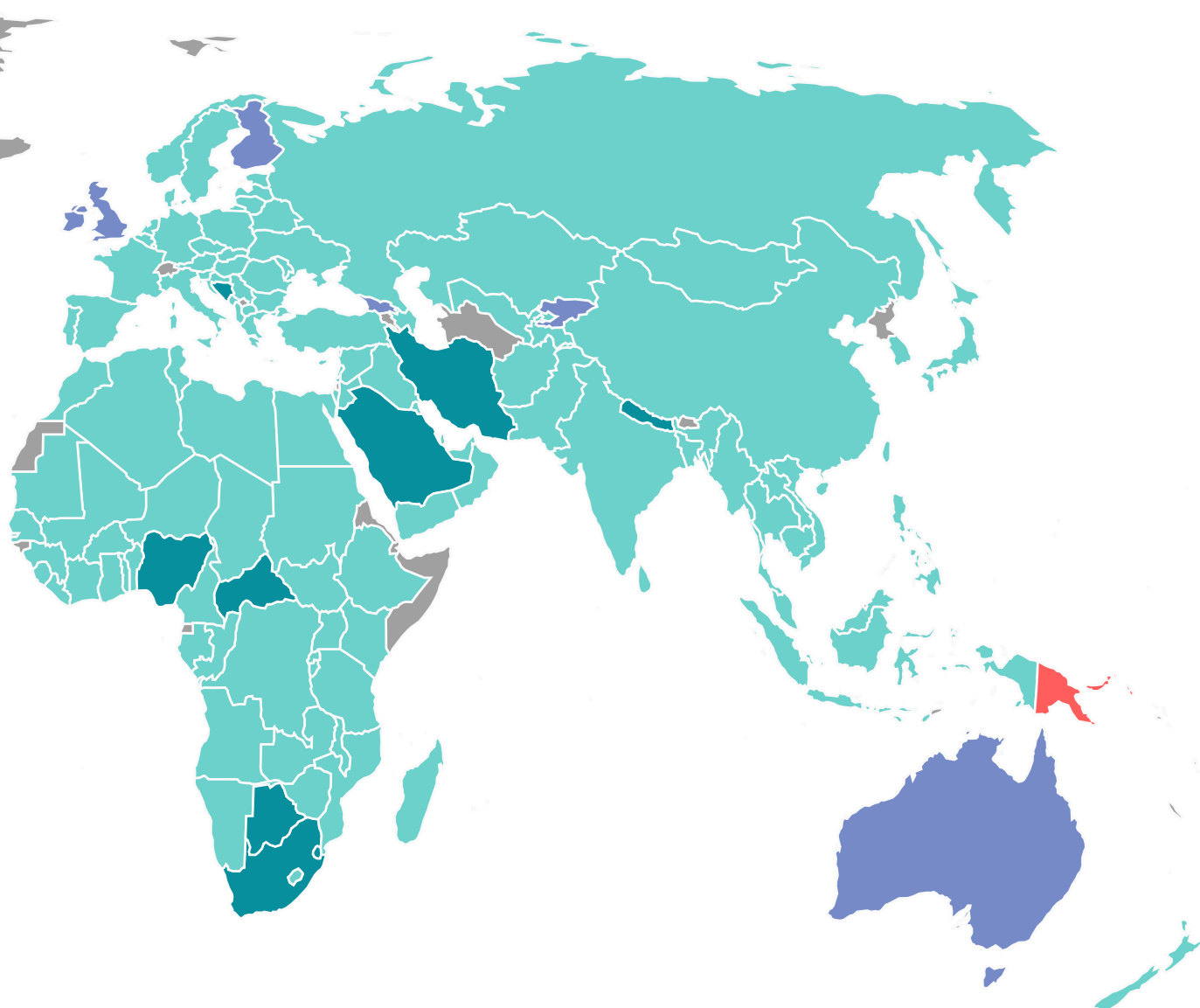
Maternity benefit is two-thirds or higher than the pregnant worker's former wage. In cases where the maternity leave is over and above 14 weeks, the score will remain 1 if the payment for maternity leave through social insurance or universal benefits is at least two-thirds of the former wage for at least the first 14 weeks. In cases where workers are paid flat-rate maternity benefits, these must be at least two-thirds of the applicable minimum wage in the country.*

0

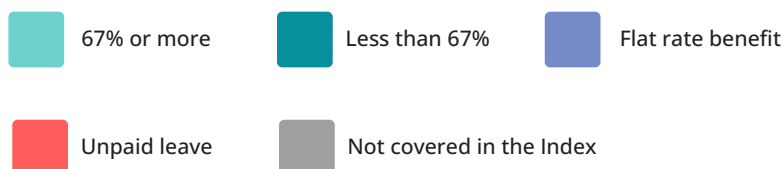
Maternity leave benefit is less than the above threshold (two-thirds of the woman worker's previous earnings).

*The length of 14 weeks was set after an extensive review of national legislation. It allows a cross-country comparison.





Only 8% of the 145 countries require maternity benefits lower than two-thirds of a worker's previous salary during maternity leave.



126

countries provide two-thirds or more of the worker's salary during maternity leave

11

countries stipulate less than two-thirds of the worker's salary during maternity leave

7

countries require flat rate maternity benefits during maternity leave

1

country has an unpaid maternity leave

5.4 Source of Maternity Benefits

Does the law require cash maternity benefits to be paid through a contributory social insurance or a universal benefits system or such benefits are an employer's liability?

International Regulatory Standard

- Maternity Protection Convention, 2000 (No. 183)

Article 6(8) of the ILO's Maternity Protection Convention, 2000 (No. 183) states that to protect the situation of women in the labour market, benefits in respect of the leave shall be provided through compulsory social insurance or public funds or in a manner determined by national law and practice. The employers shall not be individually liable for the direct cost of any such monetary benefit to a woman employed by them without that employers' specific agreement except where such benefit is provided for in national law prior to the introduction of this Convention, or it is subsequently agreed at the national level by the government and the representative organisations of employers and workers.

Scoring Methodology

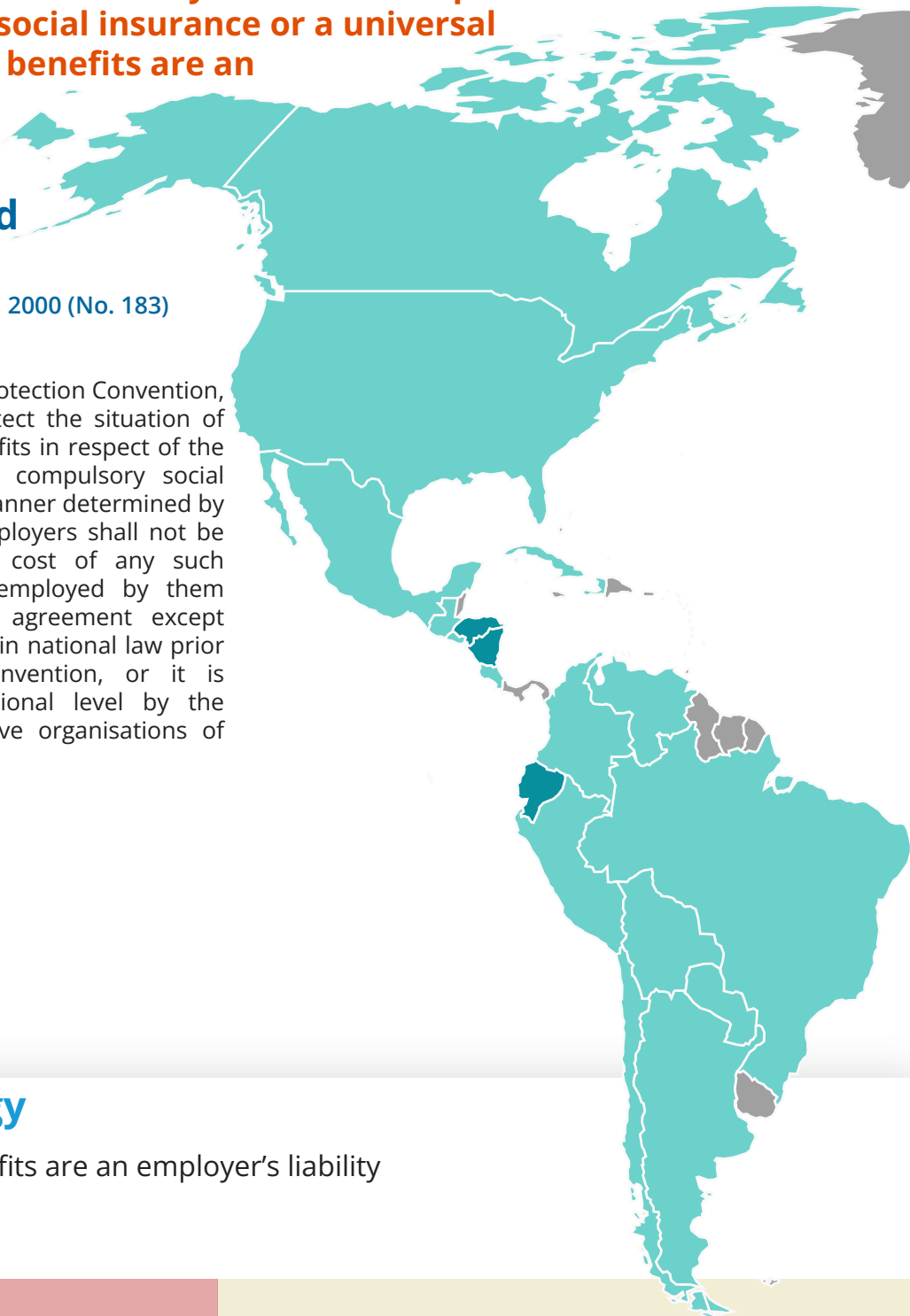
Whether cash maternity benefits are an employer's liability

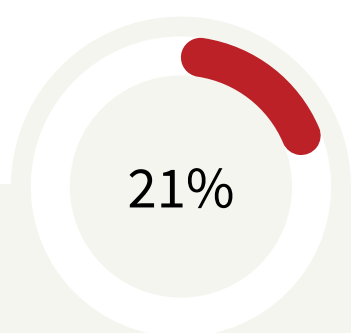
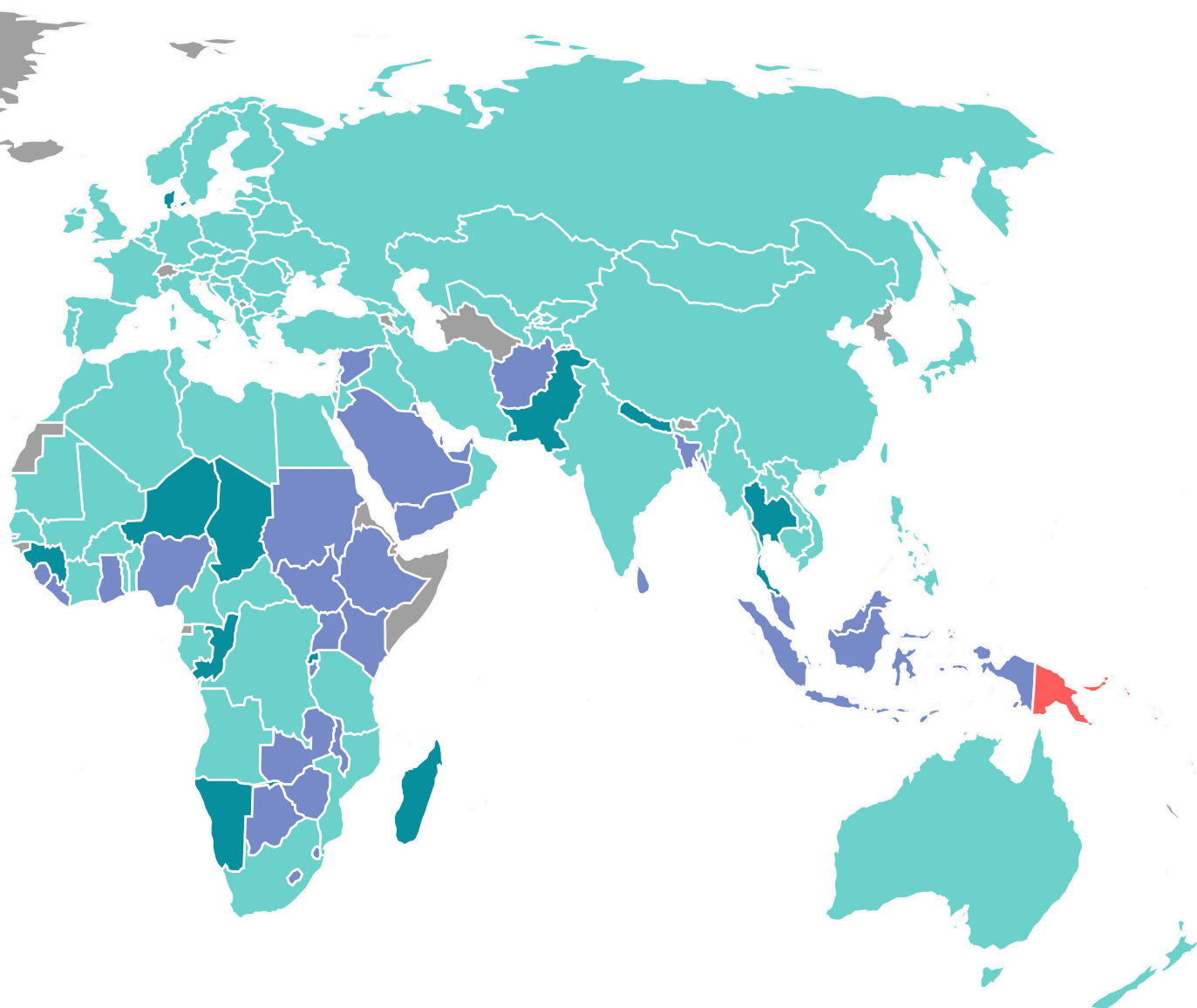
1

Maternity benefits are paid through a contributory social insurance system or through a non-contributory universal benefits system financed through general taxation.

0

Maternity benefits are only employer liability, and employers are required to pay workers their wages during maternity leave.





100

countries provide maternity benefits through a social insurance or universal benefits system

14

countries use mixed systems to source maternity benefits for women workers (a mix of employer liability and social insurance systems)

30

countries make maternity benefits an employer's liability

1

country has unpaid leave, and hence, no maternity benefits are payable

30 (21%) countries, based only in Africa and Asia, still make maternity benefits an employer's liability.

5.5 Dismissals During Pregnancy

Does the law protect workers from dismissals during or on account of pregnancy?

International Regulatory Standard

- **Maternity Protection Convention, 2000 (No. 183)**

Article 8 of the ILO's Maternity Protection Convention, 2000 (No. 183) stipulates that it is unlawful for an employer to terminate the employment of a woman during her pregnancy or absence on leave or during a period following her return to work, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing.

Moreover, a woman is guaranteed the right to return to the same position or an equivalent position paid at the same rate at the end of her maternity leave.

Article 11 (2) (a) of the UN Convention on the Elimination of All Forms of Discrimination against Women, 1979 (CEDAW) states that to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, appropriate measures should be taken. This includes the prohibition on, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals based on marital status.

Scoring Methodology

Whether the legislation protects workers from dismissal during or on account of pregnancy:

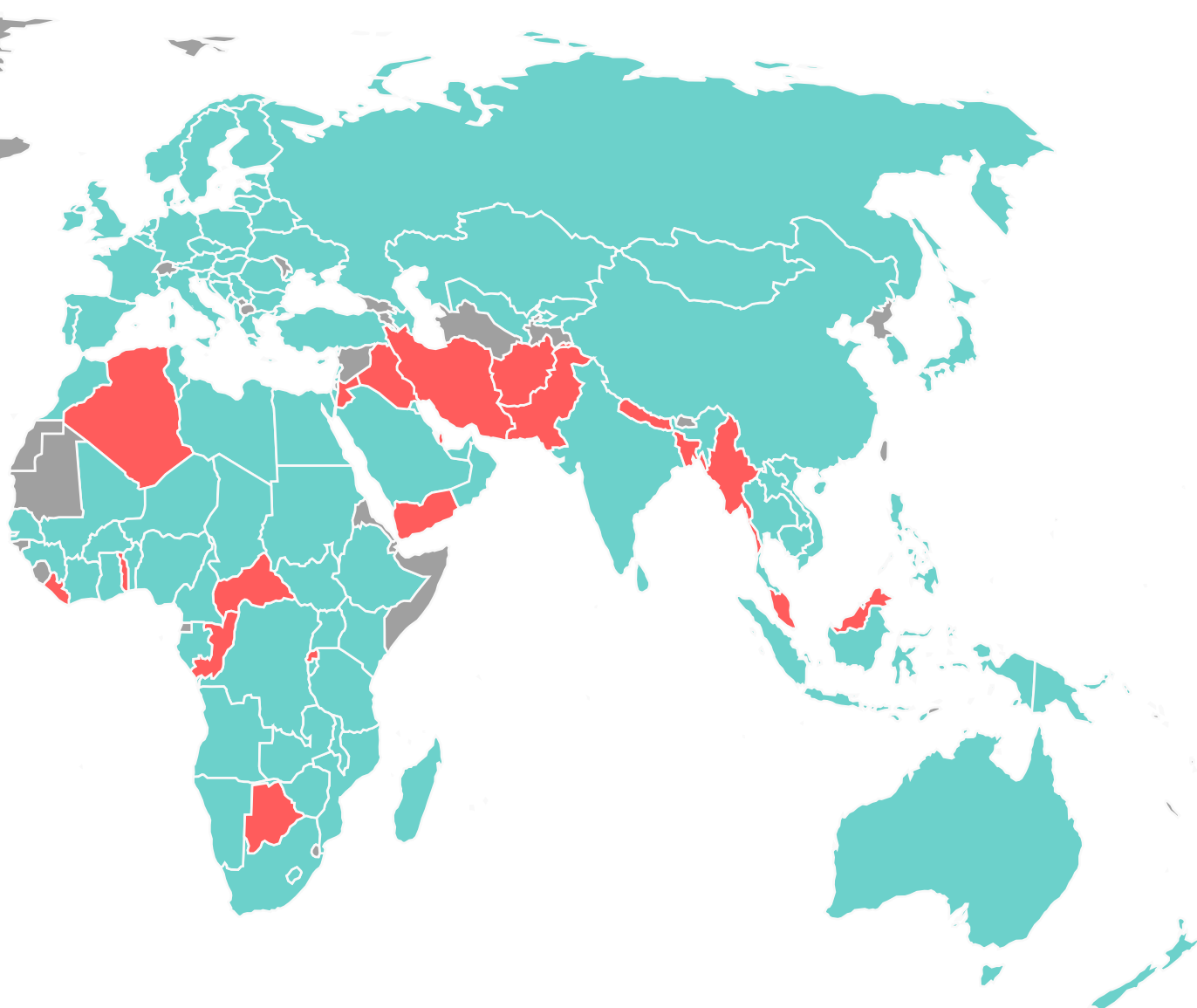
1

The legislation prohibits employers from terminating workers during or on account of pregnancy (e.g., medically certified sickness related to pregnancy) except in cases of gross misconduct.

0

The legislation does not protect workers from being dismissed during or on account of pregnancy.





88% of the 145 countries prohibit dismissals during or on account of pregnancy. Malaysia, Rwanda, and Togo registered positive reforms in this regard.

Prohibition on
dismissals

No prohibition
on dismissals

Not covered in
the Index

127

countries prohibit
dismissals during or on
account of pregnancy

18

countries have no
provision against
dismissal during or on
account of pregnancy

Pregnancy Inquiry during Recruitment

Region	Explicit Prohibition	Implicit Prohibition	No Provision	Covered Countries
Africa	Angola, Congo, Democratic Republic of the Congo, Sierra Leone, South Africa	Burkina Faso, Côte D'Ivoire, Gambia, Kenya, Liberia, Malawi, Namibia, South Sudan, United Republic of Tanzania, Zambia, Zimbabwe	Algeria, Benin, Botswana, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Egypt, Eswatini, Ethiopia, Gabon, Ghana, Guinea, Lesotho, Libya, Madagascar, Mali, Mauritania, Morocco, Mozambique, Niger, Nigeria, Rwanda, Senegal, Sudan, Togo, Tunisia, Uganda	45
Americas	Argentina, Brazil, Chile, Colombia, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, Venezuela	Canada, Ecuador, United States of America	Bolivia, Costa Rica, Cuba, Guatemala, Haiti, Peru	19
Asia	China, Israel, Jordan, Lao People's Democratic Republic, Mongolia, Republic of Korea, Tajikistan	Afghanistan, Azerbaijan, Kazakhstan, Kuwait, Kyrgyz Republic, Philippines, Taiwan , Uzbekistan, Viet Nam	Bahrain, Bangladesh, Cambodia, India, Indonesia, Iran, Iraq, Japan, Lebanon, Malaysia, Myanmar, Nepal, Oman, Pakistan, Qatar, Saudi Arabia, Singapore, Sri Lanka, Syria, Thailand, United Arab Emirates, Yemen	38
Europe	Albania, Belarus, Bosnia and Herzegovina, Croatia, Denmark, France, Latvia, Montenegro, North Macedonia, Norway, Portugal, Romania, Serbia, Slovakia, Slovenia	Austria, Belgium, Bulgaria, Cyprus, Czechia, Finland, Georgia, Germany, Greece, Hungary, Italy, Lithuania, Malta, Moldova, Netherlands, Russian Federation, Spain, Türkiye, Ukraine, United Kingdom	Estonia, Ireland, Luxembourg, Poland, Sweden	40
Oceania		Australia, New Zealand	Papua New Guinea	3
Total Countries	37	45	63	145

Maternity Leave

Region	< 12 Weeks	12-13 Weeks	14 Weeks	15-17 Weeks	≥ 18 Weeks	Covered Countries
Africa	Malawi, Sudan, Tunisia	Botswana, Burundi, Cabo Verde, Egypt, Eswatini, Ghana, Kenya, Lesotho, Mozambique, Namibia, Nigeria, South Sudan, Uganda, United Republic of Tanzania	Algeria, Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Côte D'Ivoire, Democratic Republic of the Congo, Gabon, Guinea, Liberia, Libya, Madagascar, Mali, Mauritania, Morocco, Niger, Rwanda, Senegal, Sierra Leone, Togo, Zambia, Zimbabwe	Angola, Congo, Ethiopia, South Africa	Gambia	45
Americas	United States of America	Argentina, Bolivia, Ecuador, Guatemala, Haiti, Honduras, Mexico, Nicaragua	Peru	Brazil, Canada, Costa Rica, El Salvador	Chile, Colombia, Cuba, Paraguay, Venezuela	19
Asia	Bahrain, Jordan, Kuwait, Lebanon, Qatar, Saudi Arabia, Taiwan , United Arab Emirates, Yemen	Afghanistan, Cambodia, Indonesia, Pakistan, Republic of Korea, Singapore, Sri Lanka	Iraq, Japan, Malaysia, Myanmar, Nepal, Oman, Thailand	Bangladesh, Lao People's Democratic Republic, Mongolia, Philippines, Syria	Azerbaijan, China, India, Iran, Israel, Kazakhstan, Kyrgyz Republic, Tajikistan, Uzbekistan, Viet Nam	38
Europe			Croatia, Denmark, Estonia, Germany, Montenegro, Sweden	Austria, Belgium, Finland, France, Greece, Latvia, Luxembourg, Netherlands, Portugal, Slovenia, Spain, Türkiye	Albania, Belarus, Bosnia and Herzegovina, Bulgaria, Cyprus, Czechia, Georgia, Hungary, Ireland, Italy, Lithuania, Malta, Moldova, North Macedonia, Norway, Poland, Romania, Russian Federation, Serbia, Slovakia, Ukraine, United Kingdom	40
Oceania	Papua New Guinea		New Zealand		Australia	3
Total Countries	14	29	38	25	39	145

Maternity Benefits

Region	< 66.67%	≥ 66.67%	Flat-rate benefit	Unpaid	Covered Countries
Africa	Botswana, Central African Republic, Eswatini, Nigeria, South Africa	Algeria, Angola, Benin, Burkina Faso, Burundi, Cabo Verde, Cameroon, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Morocco, Mozambique, Namibia, Niger, Rwanda, Senegal, Sierra Leone, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe			45
Americas	Canada, United States of America	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, Venezuela			19
Asia	Iran, Nepal, Saudi Arabia	Afghanistan, Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iraq, Israel, Japan, Jordan, Kazakhstan, Kuwait, Lao People's Democratic Republic, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Singapore, Sri Lanka, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	Kyrgyz Republic		38
Europe	Bosnia and Herzegovina	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine	Finland, Georgia, Ireland, Malta, United Kingdom		40
Oceania		New Zealand	Australia	Papua New Guinea	3
Total Countries	11	126	7	1	145

Source of Maternity Benefits

Region	Employer Liability	Mixed System	Social Insurance or Universal Benefits	No Provision	Covered Countries
Africa	Botswana, Burundi, Eswatini, Ethiopia, Gambia, Ghana, Kenya, Lesotho, Liberia, Malawi, Nigeria, Sierra Leone, South Sudan, Sudan, Uganda, Zambia, Zimbabwe	Chad, Congo, Guinea, Madagascar, Namibia, Niger, Rwanda	Algeria, Angola, Benin, Burkina Faso, Cabo Verde, Cameroon, Central African Republic, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Gabon, Libya, Mali, Mauritania, Morocco, Mozambique, Senegal, South Africa, Togo, Tunisia, United Republic of Tanzania		45
Americas		Ecuador, Honduras, Nicaragua	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, El Salvador, Guatemala, Haiti, Mexico, Paraguay, Peru, United States of America, Venezuela		19
Asia	Bahrain, Bangladesh, Indonesia, Kuwait, Malaysia, Qatar, Saudi Arabia, Singapore, Sri Lanka, Syria, United Arab Emirates, Yemen	Nepal, Pakistan, Thailand	Azerbaijan, Cambodia, China, India, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Mongolia, Myanmar, Oman, Philippines, Republic of Korea, Taiwan , Tajikistan, Uzbekistan		38
Europe		Denmark	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania			Australia, New Zealand	Papua New Guinea	3
Total Countries	30	14	100	1	145

Prohibition on Dismissals during Pregnancy

Region	No Prohibition	Prohibition on dismissals	Covered Countries
Africa	Algeria, Botswana, Central African Republic, Congo, Liberia, Mauritania	Angola, Benin, Burkina Faso, Burundi, Cabo Verde, Cameroon, Chad, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Libya, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	45
Americas	Cuba	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela	19
Asia	Afghanistan, Bangladesh, Iran, Iraq, Jordan, Myanmar, Nepal, Pakistan, Qatar, Singapore, Yemen	Azerbaijan, Bahrain, Cambodia, China, India, Indonesia, Israel, Japan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Mongolia, Oman, Philippines, Republic of Korea, Saudi Arabia, Sri Lanka, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam	38
Europe		Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom	40
Oceania		Australia, New Zealand, Papua New Guinea	3
Total Countries	18	127	145

Maternity At Work - country score snapshot

137


Represents a score of 1






































































































































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Country	Region	Prohibits Pregnancy Test	Maternity Leave	Cash Maternity Benefits	Source of Maternity Benefits	Protection from Dismissals
Afghanistan	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Albania	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Algeria	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Angola	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Argentina	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Australia	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Austria	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Azerbaijan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bahrain	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bangladesh	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Belarus	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Belgium	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Benin	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bolivia	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bosnia and Herzegovina	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Botswana	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Brazil	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bulgaria	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Burkina Faso	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Burundi	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cabo Verde	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cambodia	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cameroon	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Canada	North America	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Central African Republic	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Chad	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Chile	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

Maternity At Work - country score snapshot

 Represents a score of 1








































































































































 Represents a score of 0

Country	Region	Prohibits Pregnancy Test	Maternity Leave	Cash Maternity Benefits	Source of Maternity Benefits	Protection from Dismissals
China	East Asia					
Colombia	Latin America and the Caribbean					
Congo	Sub-Saharan Africa					
Costa Rica	Latin America and the Caribbean					
Côte D'Ivoire	Sub-Saharan Africa					
Croatia	Eastern Europe					
Cuba	Latin America and the Caribbean					
Cyprus	Eastern Europe					
Czechia	Eastern Europe					
D.R Congo	Sub-Saharan Africa					
Denmark	Western Europe					
Ecuador	South America					
Egypt	Middle East and North Africa					
El Salvador	Latin America and the Caribbean					
Estonia	Eastern Europe					
Eswatini	Sub-Saharan Africa					
Ethiopia	Sub-Saharan Africa					
Finland	Western Europe					
France	Western Europe					
Gabon	Sub-Saharan Africa					
Gambia	Sub-Saharan Africa					
Georgia	Caucasus and Central Asia					
Germany	Western Europe					
Ghana	Sub-Saharan Africa					
Greece	Eastern Europe					
Guatemala	Latin America and the Caribbean					
Guinea	Sub-Saharan Africa					

Maternity At Work - country score snapshot


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




 Represents a score of 1
  Represents a score of 0

Country	Region	Prohibits Pregnancy Test	Maternity Leave	Cash Maternity Benefits	Source of Maternity Benefits	Protection from Dismissals
Haiti	Latin America and the Caribbean					
Honduras	Latin America and the Caribbean					
Hungary	Eastern Europe					
India	South Asia					
Indonesia	South East Asia					
Iran	Middle East and North Africa					
Iraq	Middle East and North Africa					
Ireland	Western Europe					
Israel	Middle East and North Africa					
Italy	Western Europe					
Japan	East Asia					
Jordan	Middle East and North Africa					
Kazakhstan	Caucasus and Central Asia					
Kenya	Sub-Saharan Africa					
Kuwait	Middle East and North Africa					
Kyrgyzstan	Caucasus and Central Asia					
Lao PDR	South East Asia					
Latvia	Eastern Europe					
Lebanon	Middle East and North Africa					
Lesotho	Sub-Saharan Africa					
Liberia	Sub-Saharan Africa					
Libya	Middle East and North Africa					
Lithuania	Eastern Europe					
Luxembourg	Western Europe					
Madagascar	Sub-Saharan Africa					
Malawi	Sub-Saharan Africa					
Malaysia	South East Asia					

Maternity At Work - country score snapshot


 Represents a score of 1










































































































 Represents a score of 0

Country	Region	Prohibits Pregnancy Test	Maternity Leave	Cash Maternity Benefits	Source of Maternity Benefits	Protection from Dismissals
Mali	Sub-Saharan Africa					
Malta	Western Europe					
Mauritania	Sub-Saharan Africa					
Mexico	Latin America and the Caribbean					
Moldova	Eastern Europe					
Mongolia	East Asia					
Montenegro	Eastern Europe					
Morocco	Middle East and North Africa					
Mozambique	Sub-Saharan Africa					
Myanmar	South East Asia					
Namibia	Sub-Saharan Africa					
Nepal	South Asia					
Netherlands	Western Europe					
New Zealand	Oceania					
Nicaragua	Latin America and the Caribbean					
Niger	Sub-Saharan Africa					
Nigeria	Sub-Saharan Africa					
North Macedonia	Eastern Europe					
Norway	Western Europe					
Oman	Middle East and North Africa					
Pakistan	South Asia					
Papua New Guinea	Oceania					
Paraguay	Latin America and the Caribbean					
Peru	Latin America and the Caribbean					
Philippines	South East Asia					
Poland	Eastern Europe					
Portugal	Western Europe					

Maternity At Work - country score snapshot



















































 Represents a score of 1

 Represents a score of 0

Country	Region	Prohibits Pregnancy Test	Maternity Leave	Cash Maternity Benefits	Source of Maternity Benefits	Protection from Dismissals
Qatar	Middle East and North Africa					
Republic of Korea	East Asia					
Romania	Eastern Europe					
Russian Federation	Eastern Europe					
Rwanda	Sub-Saharan Africa					
Saudi Arabia	Middle East and North Africa					
Senegal	Sub-Saharan Africa					
Serbia	Eastern Europe					
Sierra Leone	Sub-Saharan Africa					
Singapore	South East Asia					
Slovakia	Eastern Europe					
Slovenia	Eastern Europe					
South Africa	Sub-Saharan Africa					
South Sudan	Sub-Saharan Africa					
Spain	Western Europe					
Sri Lanka	South Asia					
Sudan	Sub-Saharan Africa					
Sweden	Western Europe					
Syria	Middle East and North Africa					
Taiwan	East Asia					
Tajikistan	Caucasus and Central Asia					
Thailand	South East Asia					
Togo	Sub-Saharan Africa					
Tunisia	Middle East and North Africa					
Türkiye	Eastern Europe					
Uganda	Sub-Saharan Africa					
Ukraine	Eastern Europe					

Maternity At Work - country score snapshot

 Represents a score of 1  Represents a score of 0

Country	Region	Prohibits Pregnancy Test	Maternity Leave	Cash Maternity Benefits	Source of Maternity Benefits	Protection from Dismissals
United Arab Emirates	Middle East and North Africa					
United Kingdom	Western Europe					
United Republic of Tanzania	Sub-Saharan Africa					
United States of America	North America					
Uzbekistan	Caucasus and Central Asia					
Venezuela	Latin America and the Caribbean					
Viet Nam	South East Asia					
Yemen	Middle East and North Africa					
Zambia	Sub-Saharan Africa					
Zimbabwe	Sub-Saharan Africa					



Safe Work

Decent work, in essence, is safe work. The Safe Work indicator measures whether labour legislation ensures that workers are trained about health and safety issues before the commencement of work and whether the employer provides free personal protective equipment to workers.

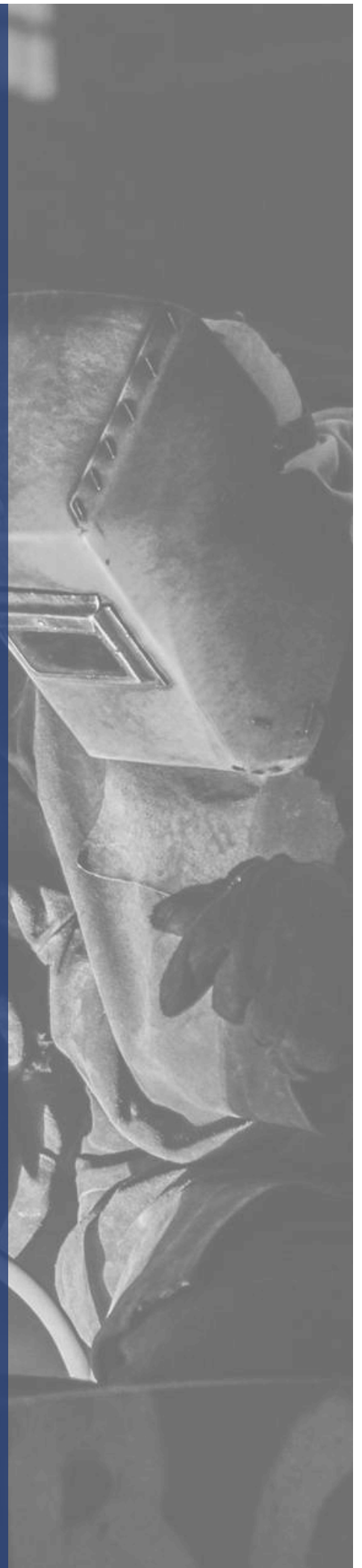
It also measures countries' compliance on restrictions on arduous work for pregnant workers and whether countries provide some kind of employment injury benefits.

Linkage with SDGs



- 1.3** nationally appropriate social protection systems
- 1.3.1 social protection for work injury
- 8.5** full and productive employment and decent work for all
- 8.8** protect labour rights and promote safe and secure working environments for all workers
- 8.8.1 Fatal and non-fatal occupational injuries per 100,000 workers

LABOUR RIGHTS INDEX 2024



6.1 Free Personal Protective Equipment

Does the law require employers to provide free personal protective equipment to workers?

International Regulatory Standard

- Occupational Safety and Health Convention, 1981 (No. 155)
- Occupational Safety and Health Recommendation, 1981 (No. 164)

Article 16 of the ILO's Occupational Safety and Health Convention, 1981 (No. 155) states that employers shall be required to ensure that, so far as is reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without health risk; and that the chemical, physical and biological substances and agents under their control are without health risk when the appropriate measures of protection are taken. Also, the employers shall be required to provide, where necessary, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable, the risk of accidents or adverse effects on health.

Furthermore, Article 21 of this Convention states that occupational safety and health measures shall not involve any expenditure by the workers. Paragraph 10(e) of the ILO's Occupational Safety and Health Recommendation, 1981 (No. 164) also requires employers "to provide, without any cost to the worker, adequate personal protective clothing and equipment which are reasonably necessary when hazards cannot be otherwise prevented or controlled".

Scoring Methodology

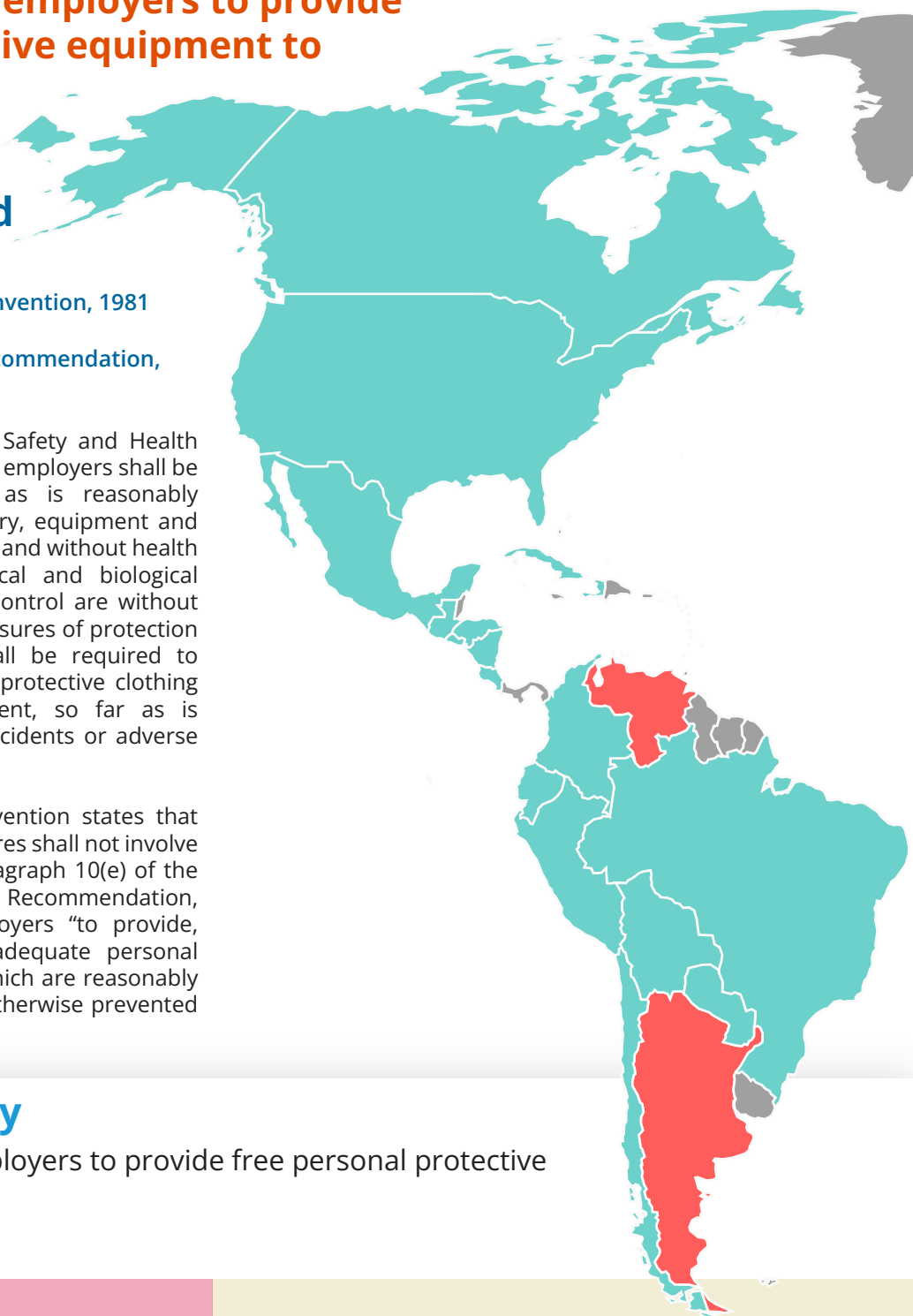
Whether the law requires employers to provide free personal protective equipment to workers:

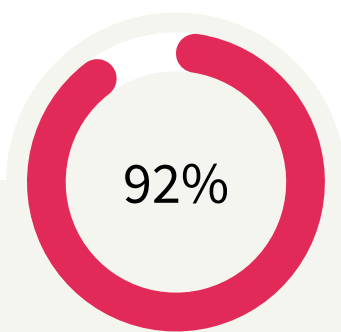
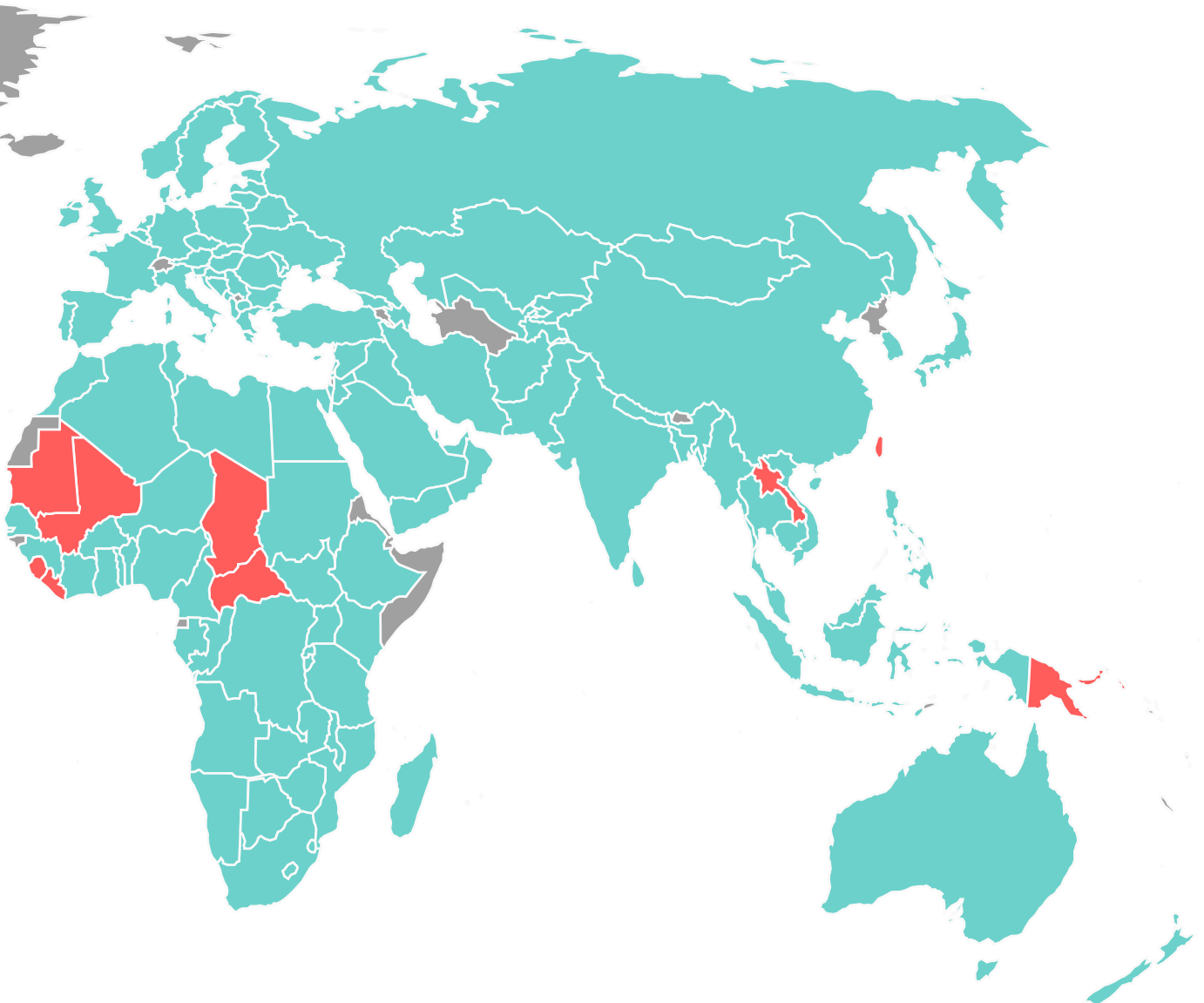
1

Labour legislation requires employers to provide free personal protective equipment to the workers.

0

There is no requirement to provide free personal protective equipment to workers





92% of the countries
require employers to
provide free personal
protective equipment to
their workers.



Provision of Free PPE



No provision



Not covered in
the Index

134

countries mandate the
provision of free PPEs
to workers.

11

countries do not
require employers to
provide free
protective gear to
their workers

6.2 Training - Occupational Safety and Health

Does the law require employers to train workers on health and safety Issues?

International Regulatory Standard

- Occupational Safety and Health Convention, 1981 (No. 155)
- Occupational Safety and Health Recommendation, 1981 (No. 164)

Article 19(d) of the ILO's Occupational Safety and Health Convention, 1981 (No. 155) requires that there should be arrangements at the level of the undertaking/enterprise under which workers and their representatives in the workplace are given appropriate training in occupational safety and health.

Paragraph 10(b) of the ILO's Occupational Safety and Health Recommendation, 1981 (No. 164) requires employers to give necessary instructions and training, taking account of the functions and capacities of different categories of workers.

Scoring Methodology

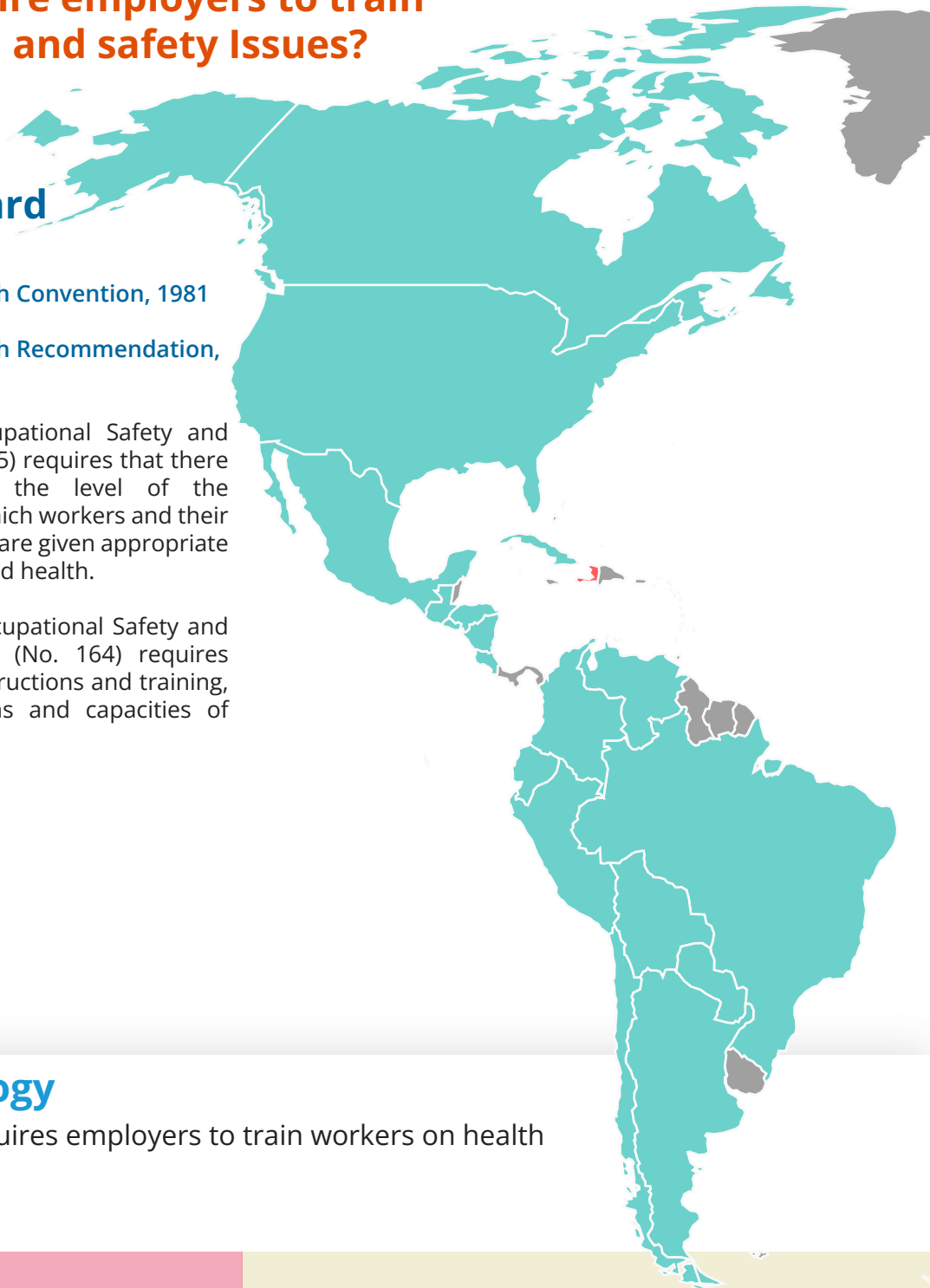
Whether the legislation requires employers to train workers on health and safety issues:

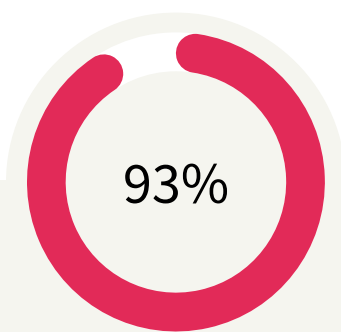
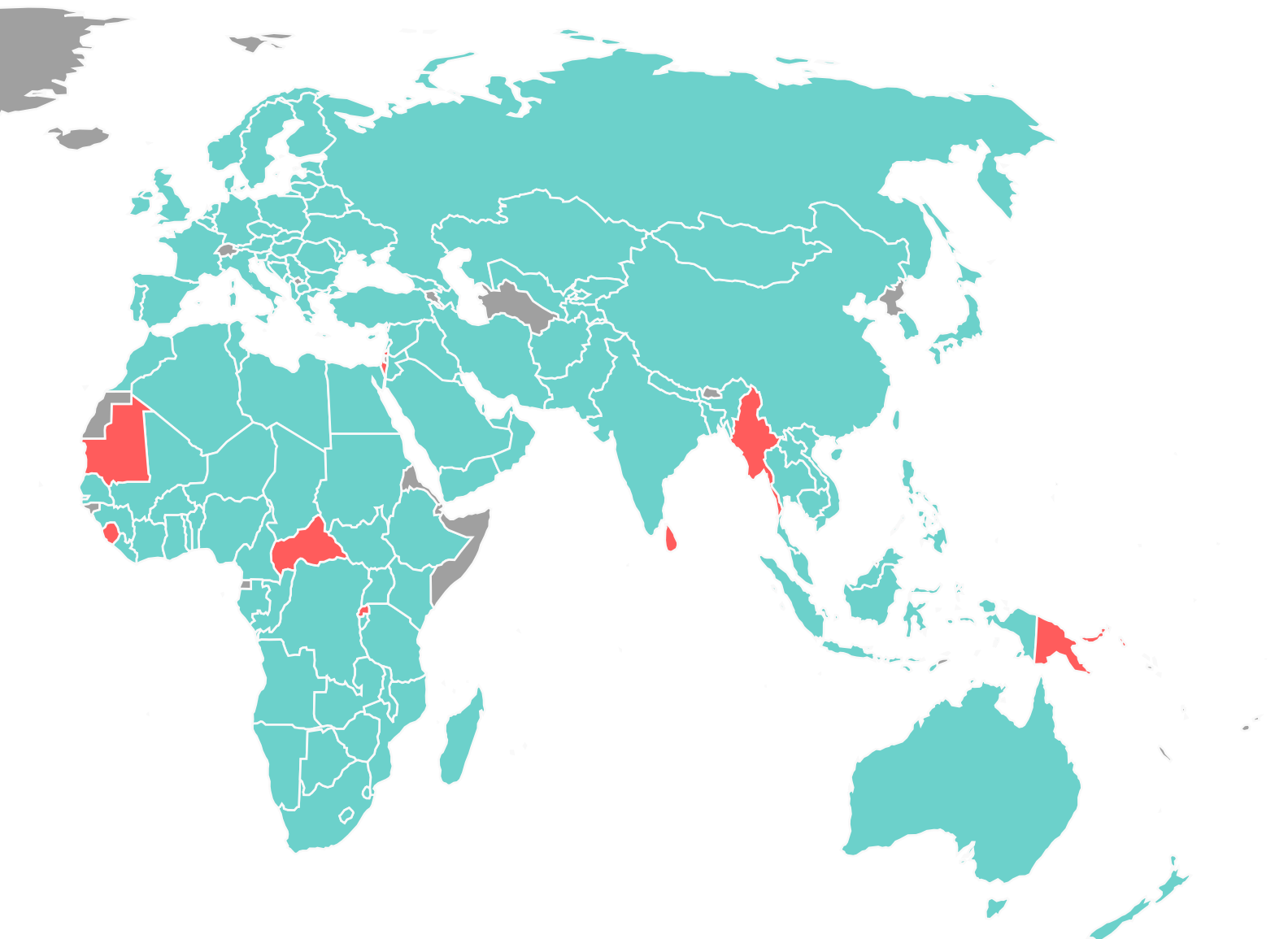
1

The law requires employers to provide health and safety training to workers when they join work or are assigned new work.

0

The legislation does not require employers to provide training to workers on health and safety issues.





93% of the 145 countries were found to be compliant with International Regulatory Standard regarding occupational safety and health training for workers.



Training on OSH



No provision



Not covered in the Index

135

countries require employers to provide health and safety training to workers

10

countries have no requirement for health and safety training for workers

6.3 Restrictions on Work (for Pregnant or Nursing Women)

Does the law restrict work that is prejudicial to the health of the mother or the child?

International Regulatory Standard

- Maternity Protection Convention, 2000 (No. 183)
- Maternity Protection Recommendation, 2000 (No. 191)

From the ILO's Maternity Protection Convention, 2000 (No. 183), Article 3 states that after consulting the representative organisations of employers and workers, appropriate measures should be adopted to ensure that pregnant or breastfeeding women are not obliged to perform work which has been determined by the competent authority to be prejudicial to the health of the mother or the child, or where an assessment has established a significant risk to the mother's health or that of her child.

Detailed provisions on health protection of a pregnant or nursing woman and her child are found in Paragraph 6 of the ILO's Maternity Protection Recommendation, 2000 (No. 191).

Scoring Methodology

Whether the legislation restricts work that is determined to be prejudicial to the health of the mother or the child:

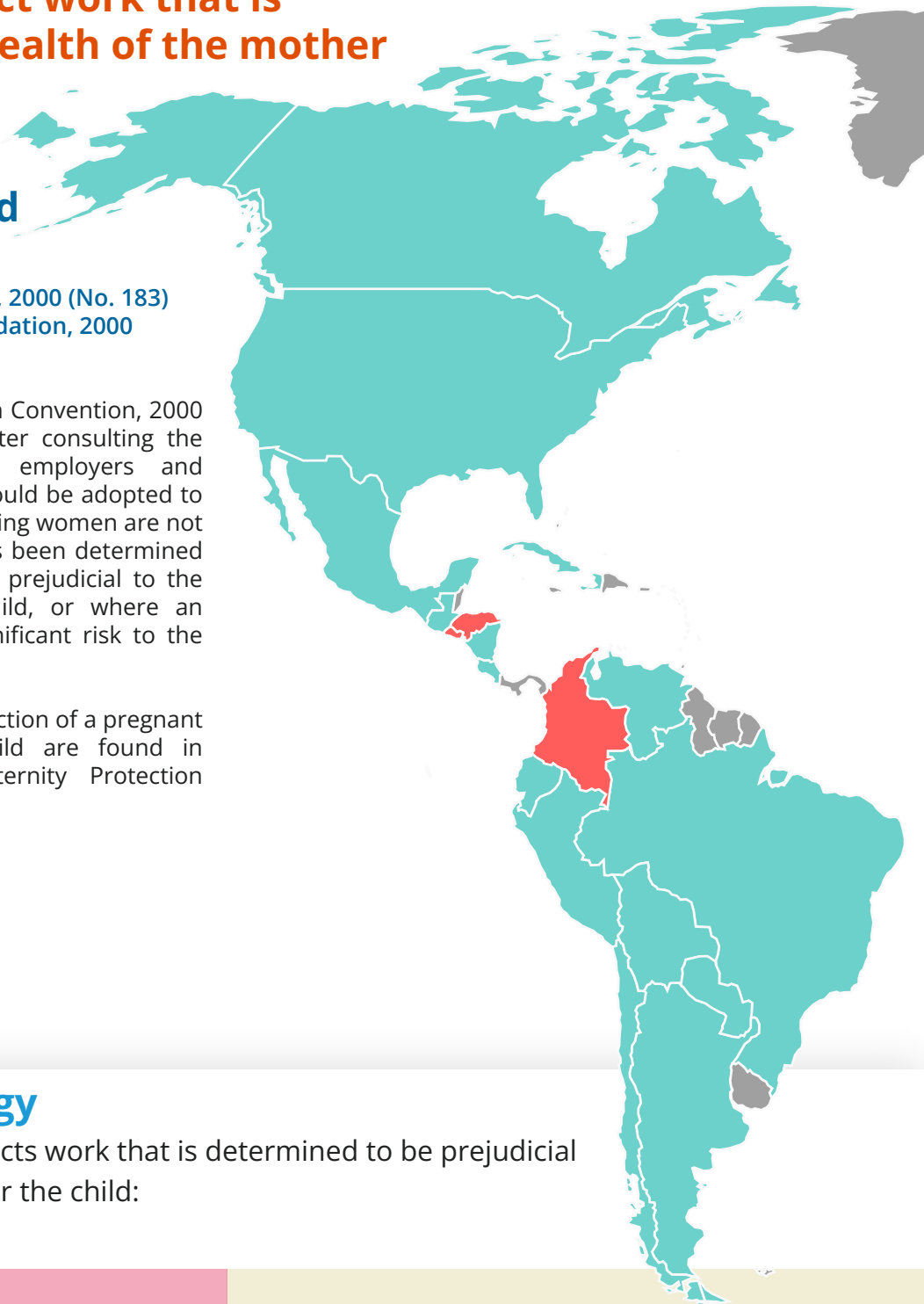
1

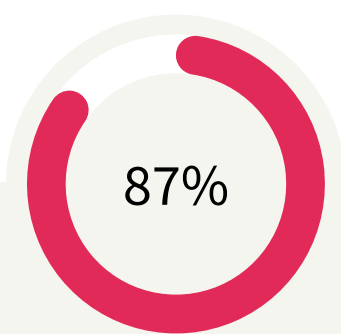
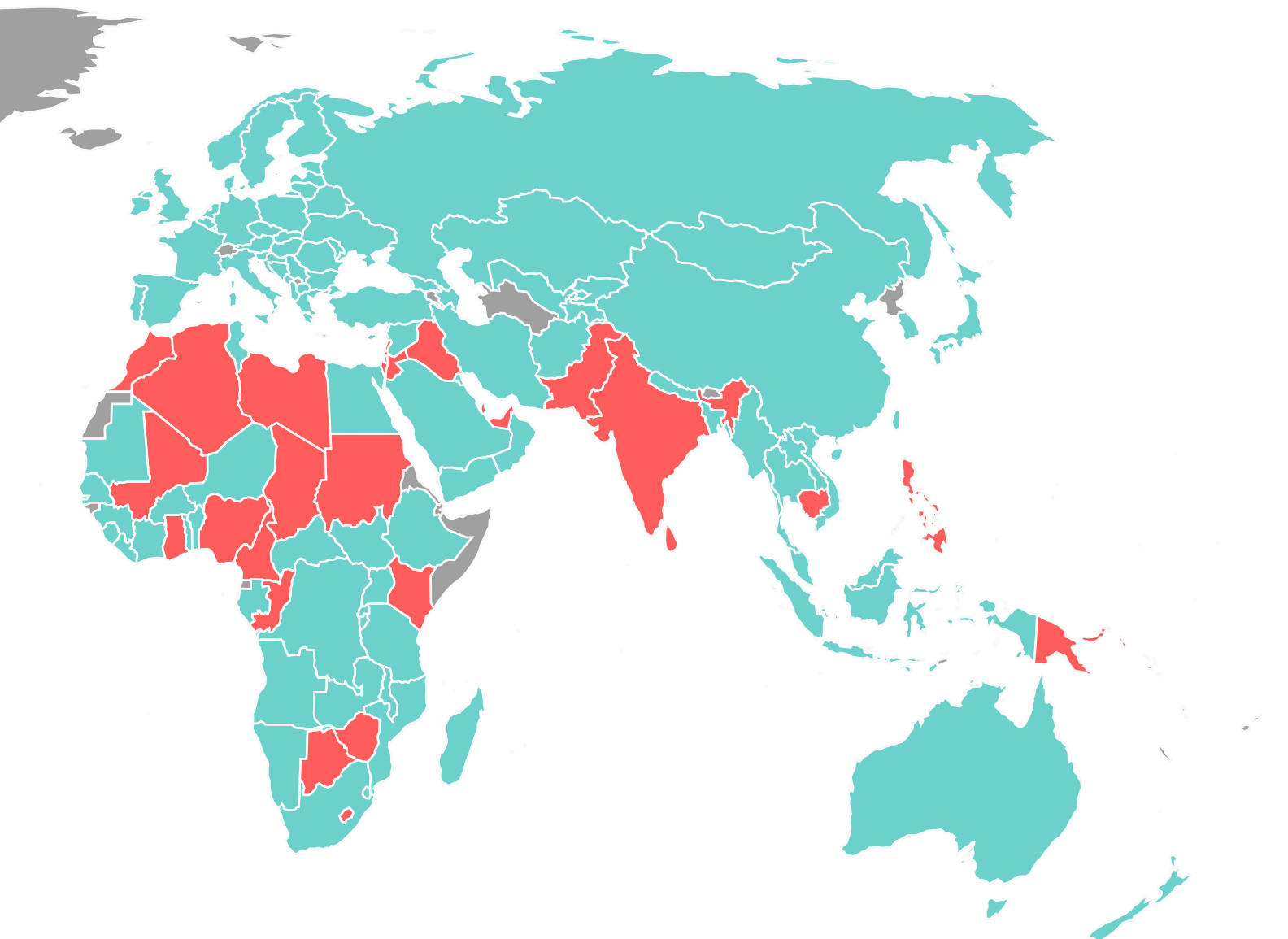
The legislation restricts pregnant or nursing women from being obliged to perform arduous work and night work that is prejudicial to the health of the mother or the child. Based on the workplace assessment and medical certificate, legislation should require the elimination of risk, adaptation of working conditions, transfer to another post without loss of pay, and access to paid leave when neither of the above is possible.

0

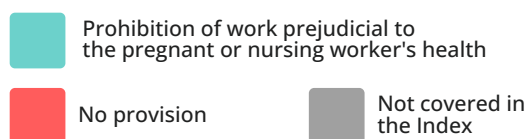
Arduous work and any of its other forms* are not prohibited for pregnant or nursing workers, or there is a general prohibition only.

*As noted in Paragraph (3)6 of the ILO Recommendation 191





Of the 31 countries that have no prohibition for work that is prejudicial to the health of pregnant or nursing workers, 27 (87%) are in Africa and Asia.



114

countries prohibit work that is prejudicial to the health of pregnant or nursing mothers or their children

31

countries have no prohibition on work that is arduous or prejudicial to the health of pregnant or lactating mothers or their children

6.4 Employment Injury Benefits

Does the law provide for employment injury benefits in the event of an occupational accident or disease?

International Regulatory Standard

- Social Security (Minimum Standards) Convention, 1952 (No. 102)

ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102) stipulates the provision of employment injury benefits at the rate of at least 50 percent of a worker's former wage (40 percent for survivors).

This applies to an accident or disease resulting from employment, and the contingencies should cover a morbid condition; incapacity for work resulting from such a condition and involving suspension of earnings, as defined by national laws or regulations; total loss of earning capacity or partial loss thereof in excess of a prescribed degree, likely to be permanent, or corresponding loss of faculty; and the loss of support suffered by the widow or child as the result of the death of the breadwinner. In the case of a widow, the right to benefit may be made conditional on her being presumed, in accordance with national laws or regulations, to be incapable of self-support.*

**Due to nonstandard calculations for employee injury benefits, the value of %50 and %40 cannot be easily ascertained for countries. This led to the use of a simpler scoring methodology for this component.*

Scoring Methodology

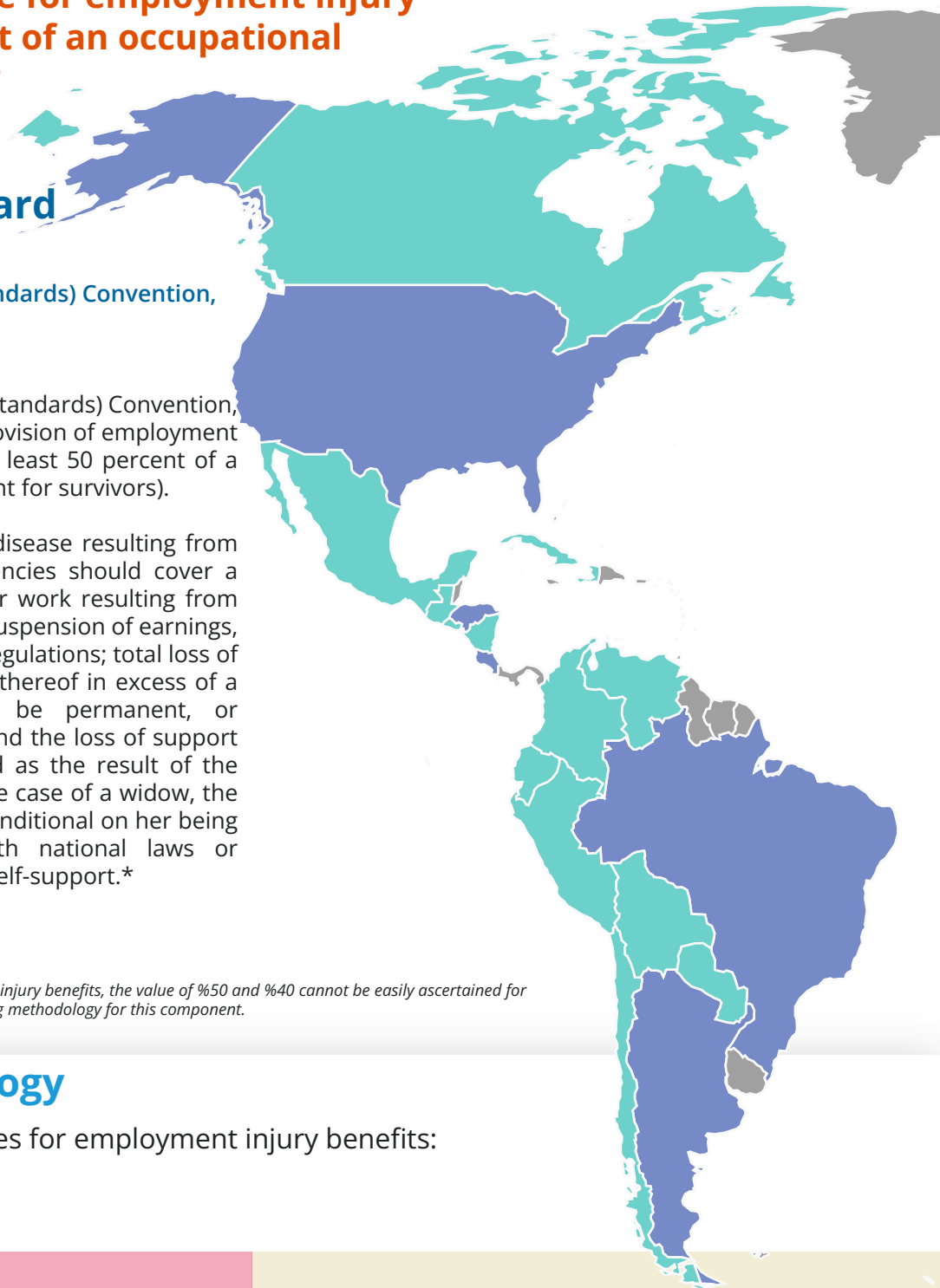
Whether legislation provides for employment injury benefits:

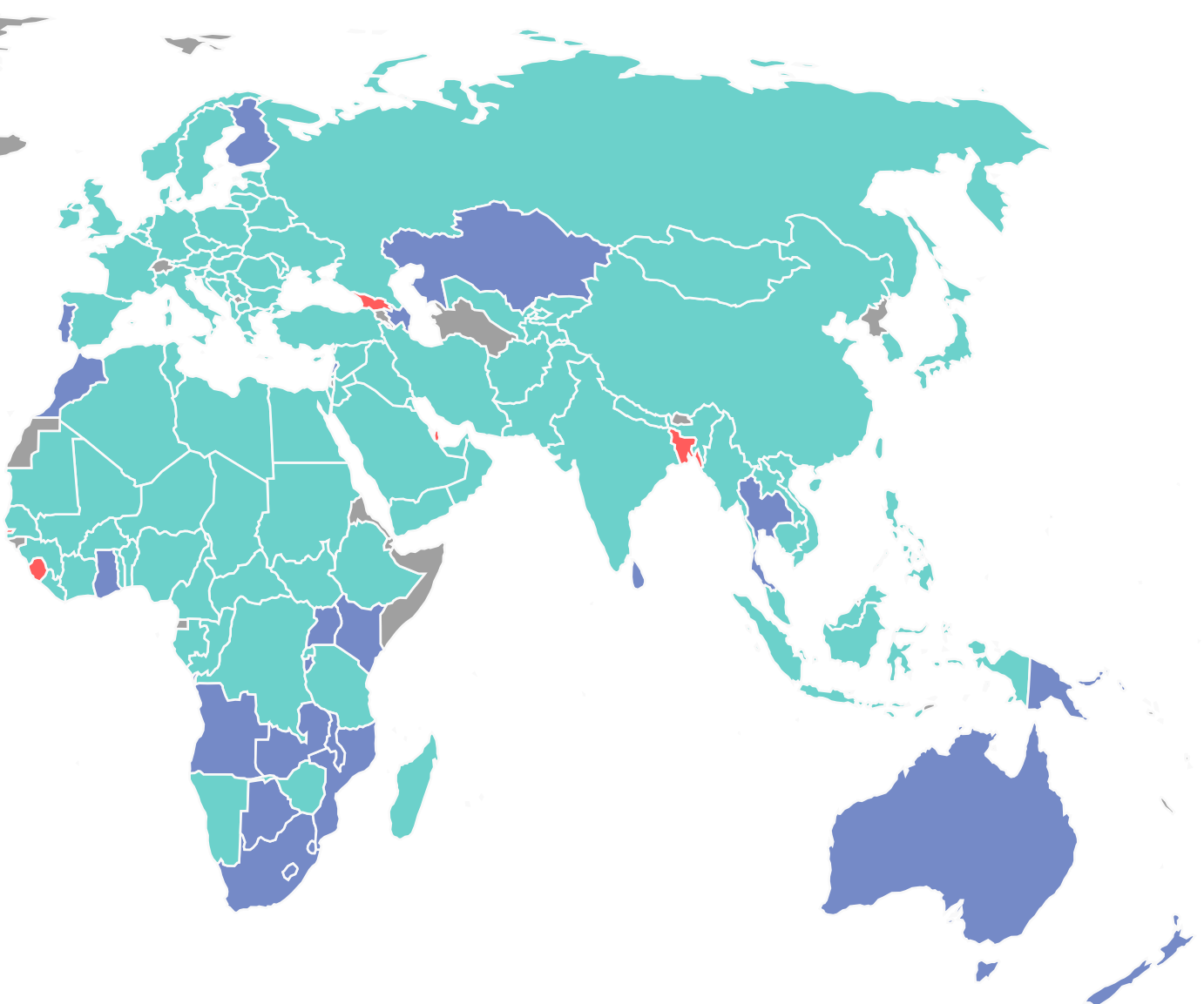
1

Employment injury benefits (in case of occupational accident or disease) are provided under the law and are paid through social insurance, or the employer pays a monthly premium to the private or public carrier (insurance provider) to provide employment injury benefits.

0



Employment injury benefits are not financed through the social insurance system or public or private carrier (is employer liability program only) or is not provided under the law.





21%

 Social Insurance
 Employer Liability

 Insurance Provider
 Not covered in the Index

110

countries source
employment injury
benefits through social
insurance

30

countries provide
employment injury
benefits through
insurance providers

5

countries make
employment injury
benefits only an
employer liability

While the majority of countries source employment injury benefits through social insurance, 21% of the 145 countries allow payment of employment injury benefits through (public or private) insurance providers

Safe Work - comparative tables

Free Personal Protective Equipment

Region	Provision of Free PPE	No Provision	Covered Countries
Africa	Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Libya, Madagascar, Malawi, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Central African Republic, Chad, Liberia, Mali, Mauritania, Sierra Leone	45
Americas	Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America	Argentina, Venezuela	19
Asia	Afghanistan, Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lebanon, Malaysia, Mongolia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Singapore, Sri Lanka, Syria, Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	Lao People's Democratic Republic, Taiwan	38
Europe	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania	Australia, New Zealand	Papua New Guinea	3
Total Countries	134	11	145

Training on OSH

Region	Training on OSH	No Provision	Covered Countries
Africa	Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Senegal, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Central African Republic, Cabo Verde, Rwanda, Mauritania, Sierra Leone	45
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela	Haiti	19
Asia	Afghanistan, Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Mongolia, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Singapore, Syria, Taiwan, Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	Israel, Myanmar, Sri Lanka	38
Europe	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania	Australia, New Zealand	Papua New Guinea	3
Total Countries	135	10	145

Restriction on Work (for Pregnant or Nursing Women)

Region	Prohibition of Work Prejudicial to the Health of Mother or Child	No Prohibition	Covered Countries
Africa	Angola, Benin, Burkina Faso, Burundi, Cabo Verde, Central African Republic, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Gambia, Guinea, Liberia, Madagascar, Malawi, Mauritania, Mozambique, Namibia, Niger, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia	Algeria, Botswana, Cameroon, Chad, Congo, Eswatini, Ghana, Kenya, Lesotho, Libya, Mali, Morocco, Nigeria, Sudan, Zimbabwe	45
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Costa Rica, Cuba, Ecuador, Guatemala, Haiti, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela	Colombia, El Salvador, Honduras	19
Asia	Afghanistan, Azerbaijan, Bangladesh, China, Indonesia, Iran, Japan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Malaysia, Mongolia, Myanmar, Nepal, Oman, Republic of Korea, Saudi Arabia, Singapore, Syria, Taiwan , Tajikistan, Thailand, Uzbekistan, Viet Nam, Yemen	Bahrain, Cambodia, India, Iraq, Israel, Jordan, Lebanon, Pakistan, Philippines, Qatar, Sri Lanka, United Arab Emirates	38
Europe	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania	Australia, New Zealand	Papua New Guinea	3
Total Countries	114	31	145

Employment Injury Benefits

Region	Employer Liability	Insurance Provider	Social Insurance	Covered Countries
Africa	Gambia, Sierra Leone	Angola, Botswana, Burundi, Cabo Verde, Eswatini, Ghana, Kenya, Lesotho, Malawi, Morocco, Mozambique, South Africa, Uganda, Zambia	Algeria, Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Guinea, Liberia, Libya, Madagascar, Mali, Mauritania, Namibia, Niger, Nigeria, Rwanda, Senegal, South Sudan, Sudan, Togo, Tunisia, United Republic of Tanzania, Zimbabwe	45
Americas		Argentina, Brazil, Costa Rica, Honduras, United States of America	Bolivia, Canada, Chile, Colombia, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Mexico, Nicaragua, Paraguay, Peru, Venezuela	19
Asia	Bangladesh, Qatar	Azerbaijan, Kazakhstan, Lebanon, Singapore, Sri Lanka, Thailand	Afghanistan, Bahrain, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Malaysia, Mongolia, Myanmar, Nepal, Oman, Pakistan, Philippines, Republic of Korea, Saudi Arabia, Syria, Taiwan , Tajikistan, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	38
Europe	Georgia	Finland, Portugal	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom	40
Oceania		Australia, New Zealand, Papua New Guinea		3
Total Countries	5	30	110	145

Safe Work - country score snapshot

● Represents a score of 1 ● Represents a score of 0

Country	Region	PPEs	Training on H&S	Restriction on Arduous Work	Employment Injury Benefits
Afghanistan	South Asia	●	●	●	●
Albania	Eastern Europe	●	●	●	●
Algeria	Middle East and North Africa	●	●	●	●
Angola	Sub-Saharan Africa	●	●	●	●
Argentina	Latin America and the Caribbean	●	●	●	●
Australia	Oceania	●	●	●	●
Austria	Western Europe	●	●	●	●
Azerbaijan	Caucasus and Central Asia	●	●	●	●
Bahrain	Middle East and North Africa	●	●	●	●
Bangladesh	South Asia	●	●	●	●
Belarus	Eastern Europe	●	●	●	●
Belgium	Western Europe	●	●	●	●
Benin	Sub-Saharan Africa	●	●	●	●
Bolivia	Latin America and the Caribbean	●	●	●	●
Bosnia and Herzegovina	Eastern Europe	●	●	●	●
Botswana	Sub-Saharan Africa	●	●	●	●
Brazil	Latin America and the Caribbean	●	●	●	●
Bulgaria	Eastern Europe	●	●	●	●
Burkina Faso	Sub-Saharan Africa	●	●	●	●
Burundi	Sub-Saharan Africa	●	●	●	●
Cabo Verde	Sub-Saharan Africa	●	●	●	●
Cambodia	South East Asia	●	●	●	●
Cameroon	Sub-Saharan Africa	●	●	●	●
Canada	North America	●	●	●	●
Central African Republic	Sub-Saharan Africa	●	●	●	●
Chad	Sub-Saharan Africa	●	●	●	●
Chile	Latin America and the Caribbean	●	●	●	●

Safe Work - country score snapshot

155

● Represents a score of 1 ● Represents a score of 0

Country	Region	PPEs	Training on H&S	Restriction on Arduous Work	Employment Injury Benefits
China	East Asia	●	●	●	●
Colombia	Latin America and the Caribbean	●	●	●	●
Congo	Sub-Saharan Africa	●	●	●	●
Costa Rica	Latin America and the Caribbean	●	●	●	●
Côte D'Ivoire	Sub-Saharan Africa	●	●	●	●
Croatia	Eastern Europe	●	●	●	●
Cuba	Latin America and the Caribbean	●	●	●	●
Cyprus	Eastern Europe	●	●	●	●
Czechia	Eastern Europe	●	●	●	●
D.R Congo	Sub-Saharan Africa	●	●	●	●
Denmark	Western Europe	●	●	●	●
Ecuador	South America	●	●	●	●
Egypt	Middle East and North Africa	●	●	●	●
El Salvador	Latin America and the Caribbean	●	●	●	●
Estonia	Eastern Europe	●	●	●	●
Eswatini	Sub-Saharan Africa	●	●	●	●
Ethiopia	Sub-Saharan Africa	●	●	●	●
Finland	Western Europe	●	●	●	●
France	Western Europe	●	●	●	●
Gabon	Sub-Saharan Africa	●	●	●	●
Gambia	Sub-Saharan Africa	●	●	●	●
Georgia	Caucasus and Central Asia	●	●	●	●
Germany	Western Europe	●	●	●	●
Ghana	Sub-Saharan Africa	●	●	●	●
Greece	Eastern Europe	●	●	●	●
Guatemala	Latin America and the Caribbean	●	●	●	●
Guinea	Sub-Saharan Africa	●	●	●	●

Safe Work - country score snapshot

156

● Represents a score of 1 ● Represents a score of 0

Country	Region	PPEs	Training on H&S	Restriction on Arduous Work	Employment Injury Benefits
Haiti	Latin America and the Caribbean	●	●	●	●
Honduras	Latin America and the Caribbean	●	●	●	●
Hungary	Eastern Europe	●	●	●	●
India	South Asia	●	●	●	●
Indonesia	South East Asia	●	●	●	●
Iran	Middle East and North Africa	●	●	●	●
Iraq	Middle East and North Africa	●	●	●	●
Ireland	Western Europe	●	●	●	●
Israel	Middle East and North Africa	●	●	●	●
Italy	Western Europe	●	●	●	●
Japan	East Asia	●	●	●	●
Jordan	Middle East and North Africa	●	●	●	●
Kazakhstan	Caucasus and Central Asia	●	●	●	●
Kenya	Sub-Saharan Africa	●	●	●	●
Kuwait	Middle East and North Africa	●	●	●	●
Kyrgyzstan	Caucasus and Central Asia	●	●	●	●
Lao PDR	South East Asia	●	●	●	●
Latvia	Eastern Europe	●	●	●	●
Lebanon	Middle East and North Africa	●	●	●	●
Lesotho	Sub-Saharan Africa	●	●	●	●
Liberia	Sub-Saharan Africa	●	●	●	●
Libya	Middle East and North Africa	●	●	●	●
Lithuania	Eastern Europe	●	●	●	●
Luxembourg	Western Europe	●	●	●	●
Madagascar	Sub-Saharan Africa	●	●	●	●
Malawi	Sub-Saharan Africa	●	●	●	●
Malaysia	South East Asia	●	●	●	●

Safe Work - country score snapshot

157

 Represents a score of 1
  Represents a score of 0

Country	Region	PPEs	Training on H&S	Restriction on Arduous Work	Employment Injury Benefits
Mali	Sub-Saharan Africa				
Malta	Western Europe				
Mauritania	Sub-Saharan Africa				
Mexico	Latin America and the Caribbean				
Moldova	Eastern Europe				
Mongolia	East Asia				
Montenegro	Eastern Europe				
Morocco	Middle East and North Africa				
Mozambique	Sub-Saharan Africa				
Myanmar	South East Asia				
Namibia	Sub-Saharan Africa				
Nepal	South Asia				
Netherlands	Western Europe				
New Zealand	Oceania				
Nicaragua	Latin America and the Caribbean				
Niger	Sub-Saharan Africa				
Nigeria	Sub-Saharan Africa				
North Macedonia	Eastern Europe				
Norway	Western Europe				
Oman	Middle East and North Africa				
Pakistan	South Asia				
Papua New Guinea	Oceania				
Paraguay	Latin America and the Caribbean				
Peru	Latin America and the Caribbean				
Philippines	South East Asia				
Poland	Eastern Europe				
Portugal	Western Europe				

Safe Work - country score snapshot

158

● Represents a score of 1 ● Represents a score of 0

Country	Region	PPEs	Training on H&S	Restriction on Arduous Work	Employment Injury Benefits
Qatar	Middle East and North Africa	●	●	●	●
Republic of Korea	East Asia	●	●	●	●
Romania	Eastern Europe	●	●	●	●
Russian Federation	Eastern Europe	●	●	●	●
Rwanda	Sub-Saharan Africa	●	●	●	●
Saudi Arabia	Middle East and North Africa	●	●	●	●
Senegal	Sub-Saharan Africa	●	●	●	●
Serbia	Eastern Europe	●	●	●	●
Sierra Leone	Sub-Saharan Africa	●	●	●	●
Singapore	South East Asia	●	●	●	●
Slovakia	Eastern Europe	●	●	●	●
Slovenia	Eastern Europe	●	●	●	●
South Africa	Sub-Saharan Africa	●	●	●	●
South Sudan	Sub-Saharan Africa	●	●	●	●
Spain	Western Europe	●	●	●	●
Sri Lanka	South Asia	●	●	●	●
Sudan	Sub-Saharan Africa	●	●	●	●
Sweden	Western Europe	●	●	●	●
Syria	Middle East and North Africa	●	●	●	●
Taiwan	East Asia	●	●	●	●
Tajikistan	Caucasus and Central Asia	●	●	●	●
Thailand	South East Asia	●	●	●	●
Togo	Sub-Saharan Africa	●	●	●	●
Tunisia	Middle East and North Africa	●	●	●	●
Türkiye	Eastern Europe	●	●	●	●
Uganda	Sub-Saharan Africa	●	●	●	●
Ukraine	Eastern Europe	●	●	●	●

Safe Work - country score snapshot

159

● Represents a score of 1 ● Represents a score of 0

Country	Region	PPEs	Training on H&S	Restriction on Arduous Work	Employment Injury Benefits
United Arab Emirates	Middle East and North Africa	●	●	●	●
United Kingdom	Western Europe	●	●	●	●
United Republic of Tanzania	Sub-Saharan Africa	●	●	●	●
United States of America	North America	●	●	●	●
Uzbekistan	Caucasus and Central Asia	●	●	●	●
Venezuela	Latin America and the Caribbean	●	●	●	●
Viet Nam	South East Asia	●	●	●	●
Yemen	Middle East and North Africa	●	●	●	●
Zambia	Sub-Saharan Africa	●	●	●	●
Zimbabwe	Sub-Saharan Africa	●	●	●	●



Social Security

Adequate social protection is an important aspect of decent work. Protection from the major risks in life through social protection helps keep people out of poverty.

It prevents them from being thrown into poverty when unforeseen catastrophes occur, such as an accident, an illness, loss of a job or in old age when work becomes impossible or very difficult.

Linkage with SDGs



- 1.3** nationally appropriate social protection systems
- 1.3.1 social protection coverage for unemployed persons, older persons, persons with disabilities
- 1.a.2 government spending on social protection
- 3.8** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services
- 3.8.1 coverage of essential health services
- 8.5** full and productive employment and decent work for all
- 8.8** protect labour rights and promote safe and secure working environments for all workers



7.1 Old Age Benefits

Does the law provide for an old age benefit?

International Regulatory Standard

- Social Security (Minimum Standards) Convention, 1952 (No. 102)

Article 67 of the ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102) stipulates the provision of old-age benefits at the rate of 40 percent of a worker's former wage, where the contingency covered shall be survival beyond a prescribed age of not more than 65 years or such higher age as may be fixed by the competent authority with due regard to the working ability of elderly persons in the country concerned.

National laws or regulations may provide that the benefit of a person otherwise entitled to it may be suspended if such person is engaged in any prescribed gainful activity or that the benefit, if contributory, may be reduced where the earnings of the beneficiary exceed a prescribed amount and, if non-contributory, may be reduced where the earnings of the beneficiary or his other means or the two taken together exceed a prescribed amount. The benefit shall be a periodic payment.

Scoring Methodology

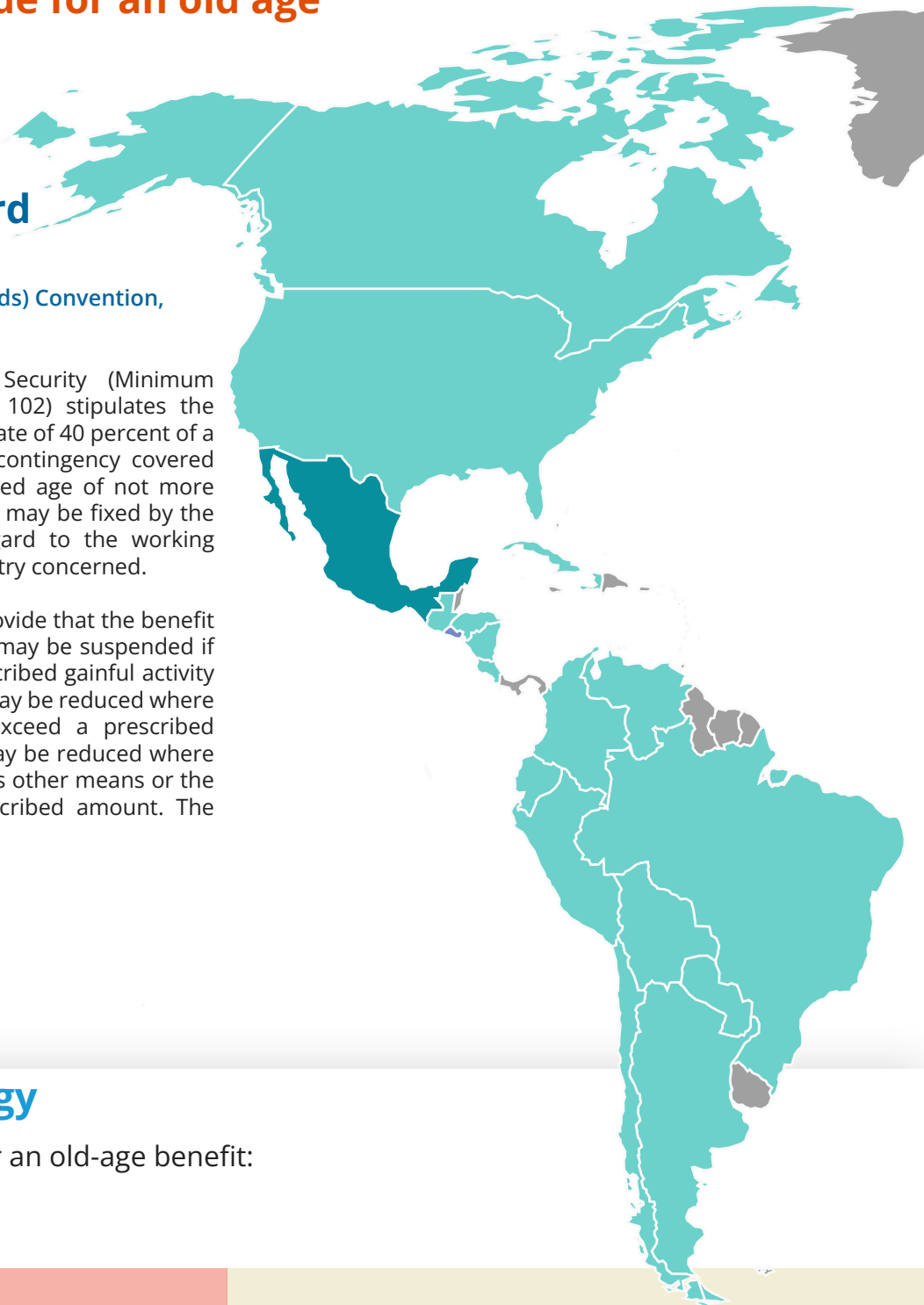
Whether the law provides for an old-age benefit:

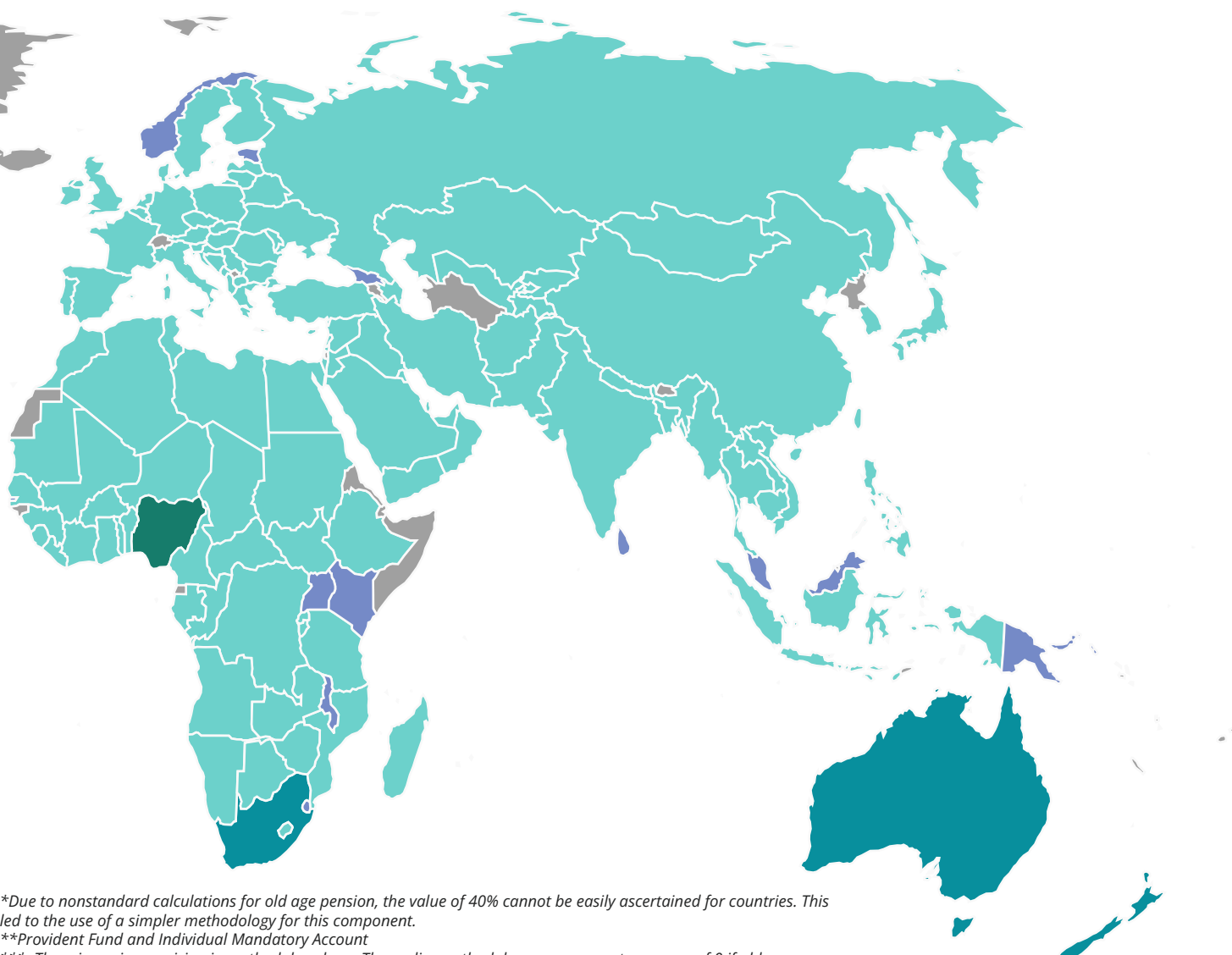
1

Legislation stipulates contributory old-age benefits, or old-age benefits are paid through a non-contributory universal benefits system (both administered by the state) or if there is a provision for non-state-administered old-age benefits.*

0

There is no explicit provision for the old-age benefits or if the old-age benefits are only an employer liability.





**Due to nonstandard calculations for old age pension, the value of 40% cannot be easily ascertained for countries. This led to the use of a simpler methodology for this component.*

***Provident Fund and Individual Mandatory Account*

**** There is a minor revision in methodology here. The earlier methodology gave a country a score of 0 if old age benefits were means-tested. Although this condition was in line with Part V of Convention No. 102, this conditionality has now been removed, and scores are adjusted for the following countries: Canada, Israel, Nigeria, Republic of Korea, South Africa*



88% of the assessed countries provide contributory old age benefits funded through a social insurance system.



127

countries source old age benefits through social insurance

4

countries provide non-contributory (Universal) old age benefits

12

countries require state-administered (PF and IMA) old age benefits

2

countries stipulates non-state-administered (PF and IMA) old age benefits

7.2 Survivors' Benefits

Does the law provide for survivors' benefits?

International Regulatory Standard

- Social Security (Minimum Standards) Convention, 1952 (No. 102)

Article 67 of the ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102) stipulates the provision of survivors' benefits for wives and children of breadwinners at the rate of at least 40 percent of the worker's wage, where the contingency covered shall include the loss of support suffered by the widow or child as the result of the death of the breadwinner; in the case of a widow, the right to benefit may be made conditional on her being presumed, in accordance with national laws or regulations, to be incapable of self-support.

National laws or regulations may provide that the benefit of a person otherwise entitled to it may be suspended if such person is engaged in any prescribed gainful activity or that the benefit, if contributory, may be reduced where the earnings of the beneficiary exceed a prescribed amount, and, if noncontributory, may be reduced where the earnings of the beneficiary or his other means or the two taken together exceed a prescribed amount. The benefit shall be periodic payment.

Scoring Methodology

Whether the legislation provides for survivors' /dependents' benefits:

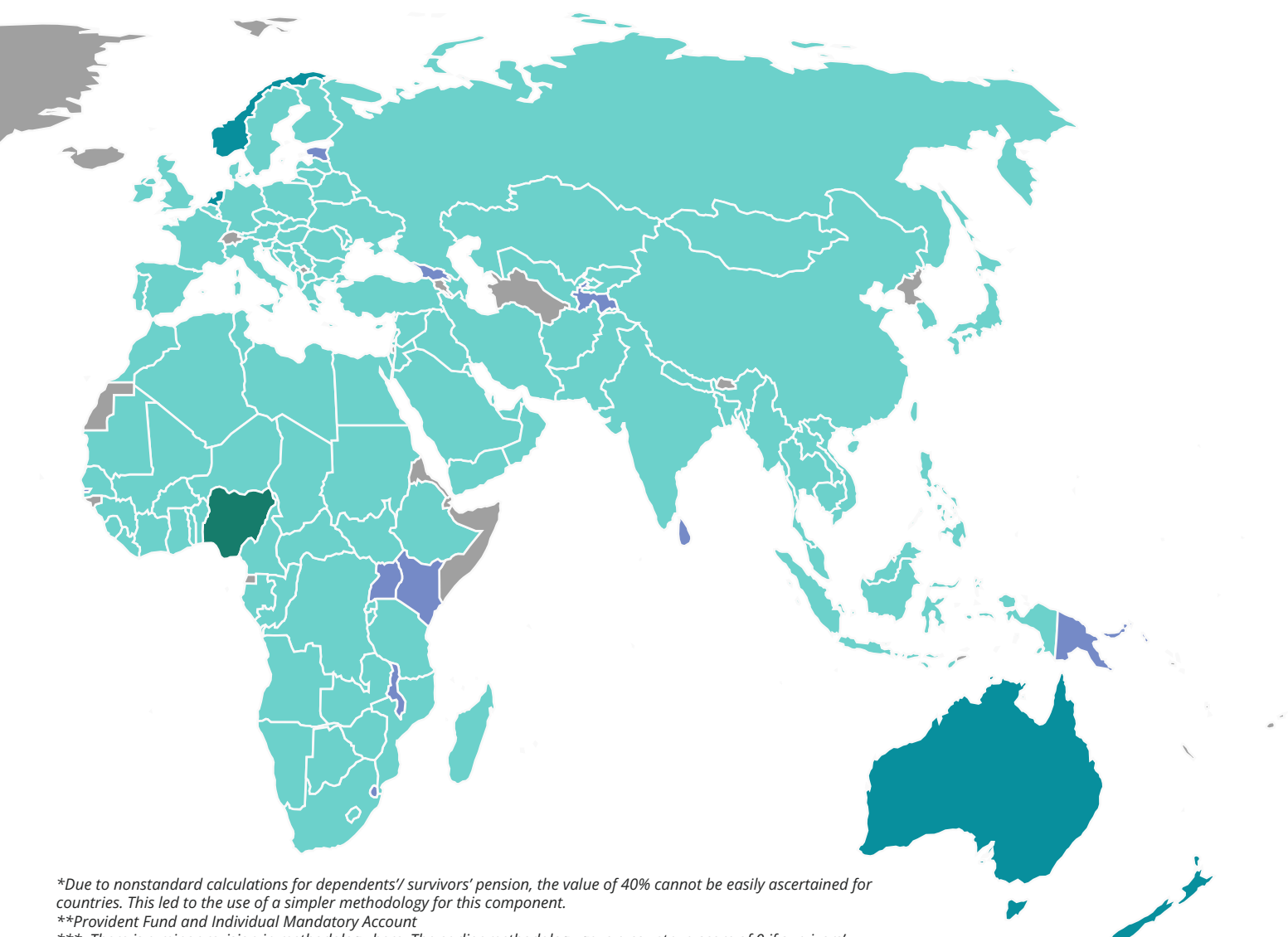
1

The legislation provides for contributory social insurance or non-contributory universal benefits for the survivors' or dependents' benefits in the event of workers' or pensioners' death once they are eligible for old-age or disability benefits (both administered by the state) or if there is a provision for non-state-administered survivors' benefits.*

0

There is no explicit provision for survivors' benefits or if the survivors' benefits are only an employer's liability.



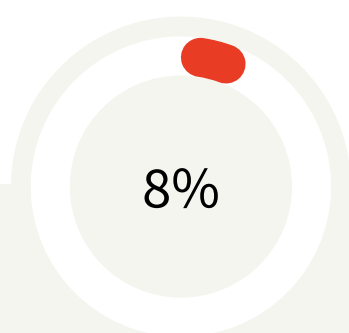


*Due to nonstandard calculations for dependents'/ survivors' pension, the value of 40% cannot be easily ascertained for countries. This led to the use of a simpler methodology for this component.

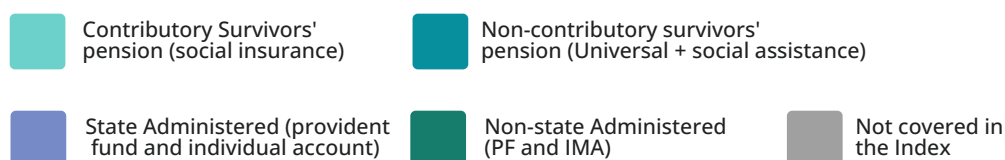
**Provident Fund and Individual Mandatory Account

*** There is a minor revision in methodology here. The earlier methodology gave a country a score of 0 if survivors' benefits were means-tested. Although this condition was in line with Part X of Convention No. 102, this conditionality has now been removed, and scores are adjusted for the following countries:

Australia, El Salvador, France, Luxembourg, Netherlands, New Zealand, Nigeria, Norway



Only 8% of the assessed countries require payment of survivors' benefits through state-administered Provident Fund and Individual Mandatory Accounts.



128

countries source survivors' benefits through social insurance

4

countries mandate non-contributory (Universal) survivors' benefits

11

countries provide state-administered (PF and IMA) survivors' benefits

2

countries prescribe non-state-administered (PF and IMA) survivors' benefits

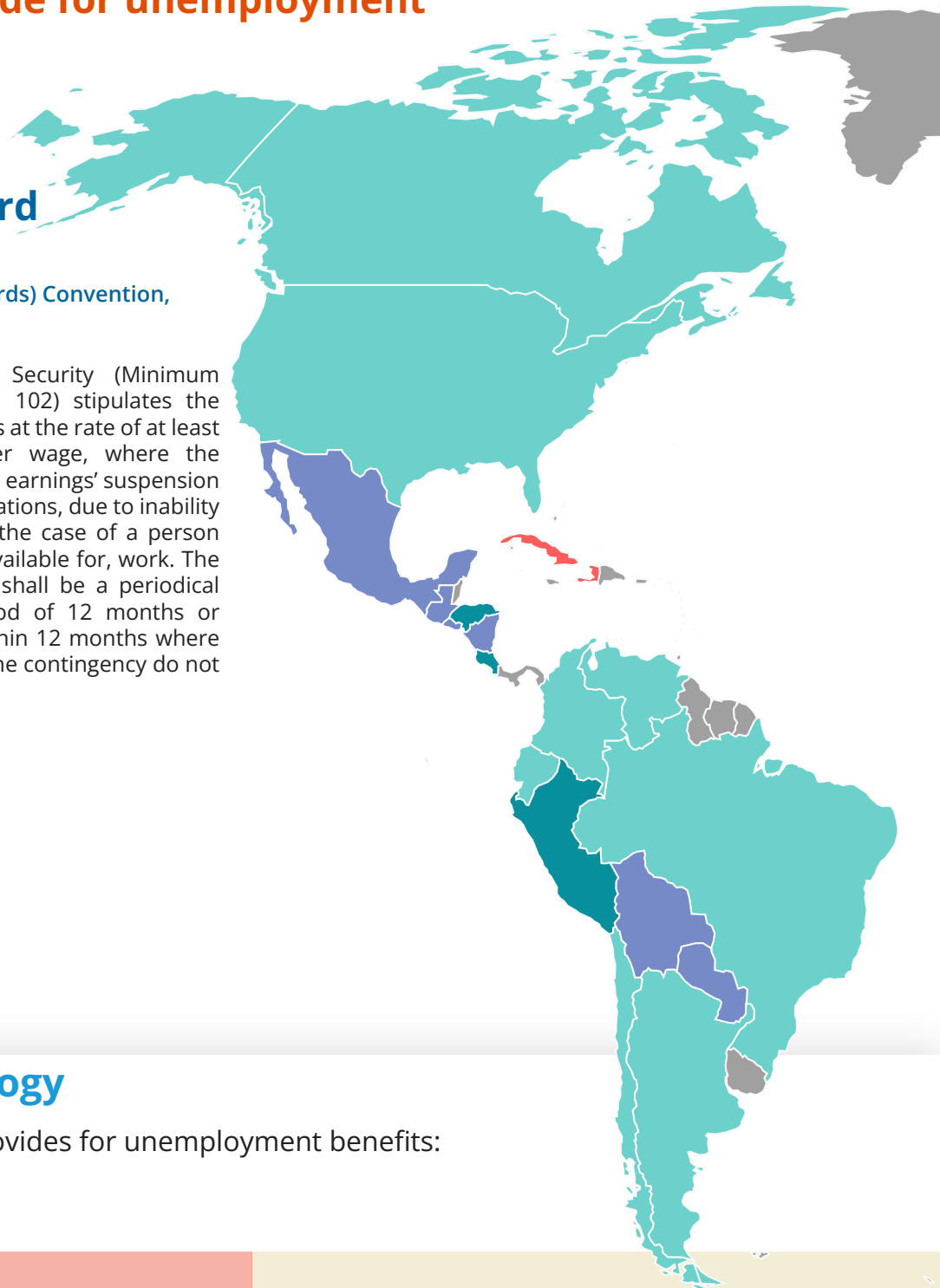
7.3 Unemployment Benefits

Does the law provide for unemployment benefits?

International Regulatory Standard

- Social Security (Minimum Standards) Convention, 1952 (No. 102)

Article 67 of the ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102) stipulates the provision of unemployment benefits at the rate of at least 45 percent of a worker's former wage, where the contingency covered should include earnings' suspension as defined by national laws or regulations, due to inability to obtain suitable employment in the case of a person protected who is capable of, and available for, work. The minimum duration of the benefit shall be a periodical payment for 13 weeks in a period of 12 months or periodic payment for 26 weeks within 12 months where all residents whose means during the contingency do not exceed prescribed limits.



Scoring Methodology

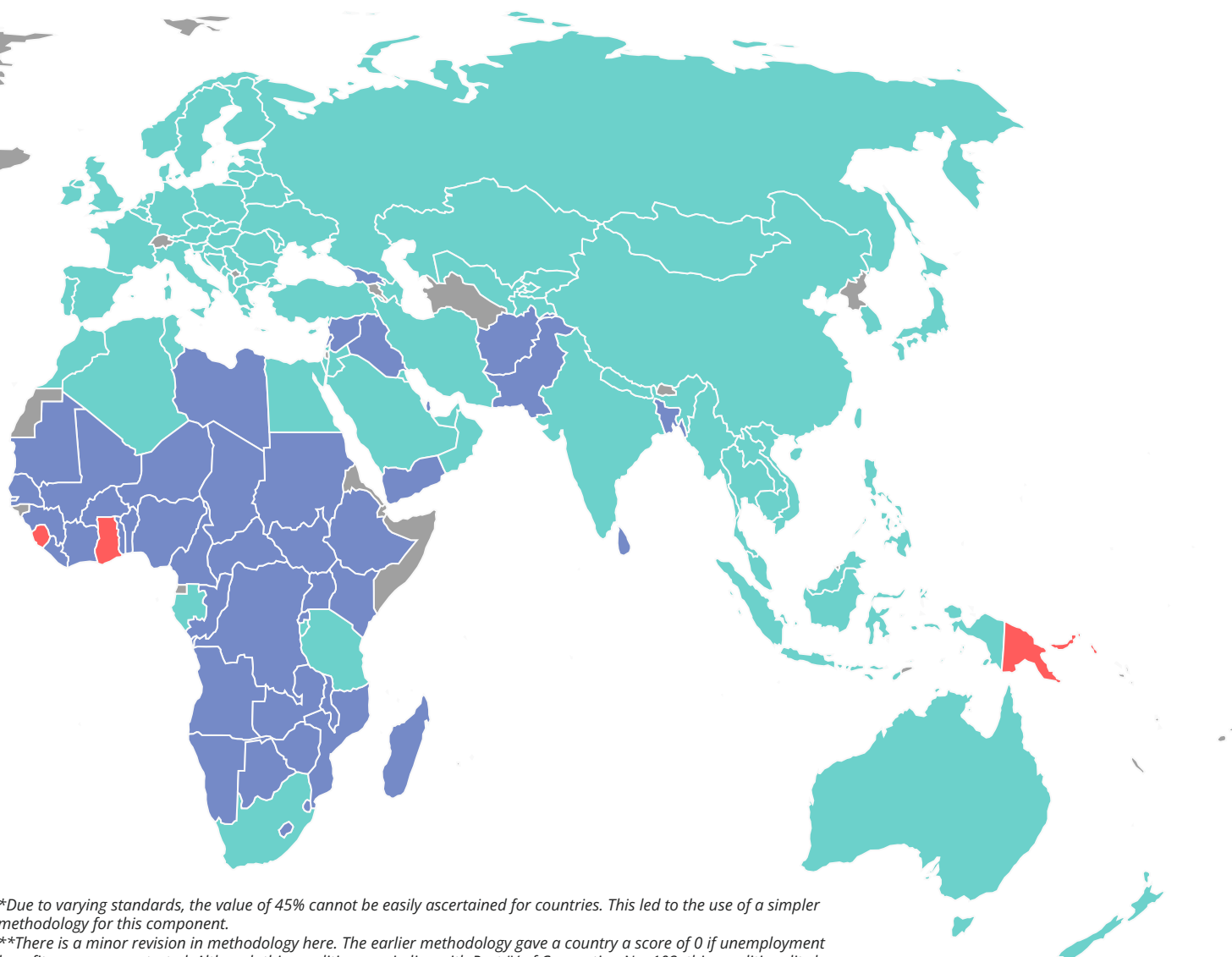
Whether the legislation provides for unemployment benefits:

1

The legislation provides for unemployment benefits, when a worker loses employment, either through a contributory social insurance system or a noncontributory universal benefits system.*

0

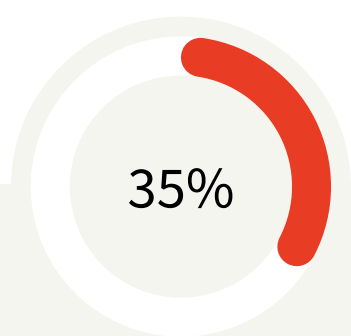
There is no explicit provision for a state-administered unemployment benefits system or where only severance pay is provided in the event of unemployment.



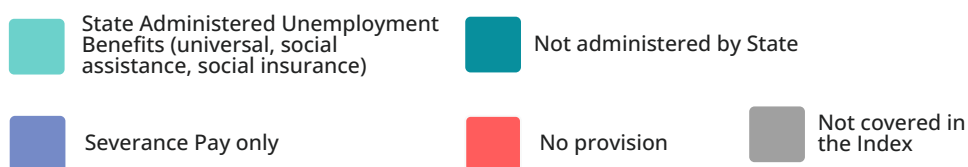
**Due to varying standards, the value of 45% cannot be easily ascertained for countries. This led to the use of a simpler methodology for this component.*

***There is a minor revision in methodology here. The earlier methodology gave a country a score of 0 if unemployment benefits were means-tested. Although this condition was in line with Part IV of Convention No. 102, this conditionality has now been removed, and scores are adjusted for the following countries:-*

Australia, Brazil, Romania



Nearly 35% of the countries have no provisions for unemployment benefits.



86

countries provide unemployment benefits that are administered by the state

3

countries have unemployment benefits that are not administered by the state

50

countries require only severance pay on termination of employment

6

countries have no provision for unemployment benefits or severance pay

7.4a Sickness Benefits - Duration

Does the law require paid sick leave (and sickness benefits) for the first six months of sickness?

International Regulatory Standard

- Social Security (Minimum Standards) Convention, 1952 (No. 102)

Article 67 of the ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102) stipulates the provision of sickness benefits at the rate of at least 45 percent of a worker's former wage, where the contingency covered should include incapacity for work resulting from a morbid condition and involving suspension of earnings, as defined by national laws or regulations. The benefit shall be a periodic payment for the whole of the contingency and limited to 26 weeks in each case of sickness, in which event it need not be paid for the first three days of suspension of earnings.

Scoring Methodology

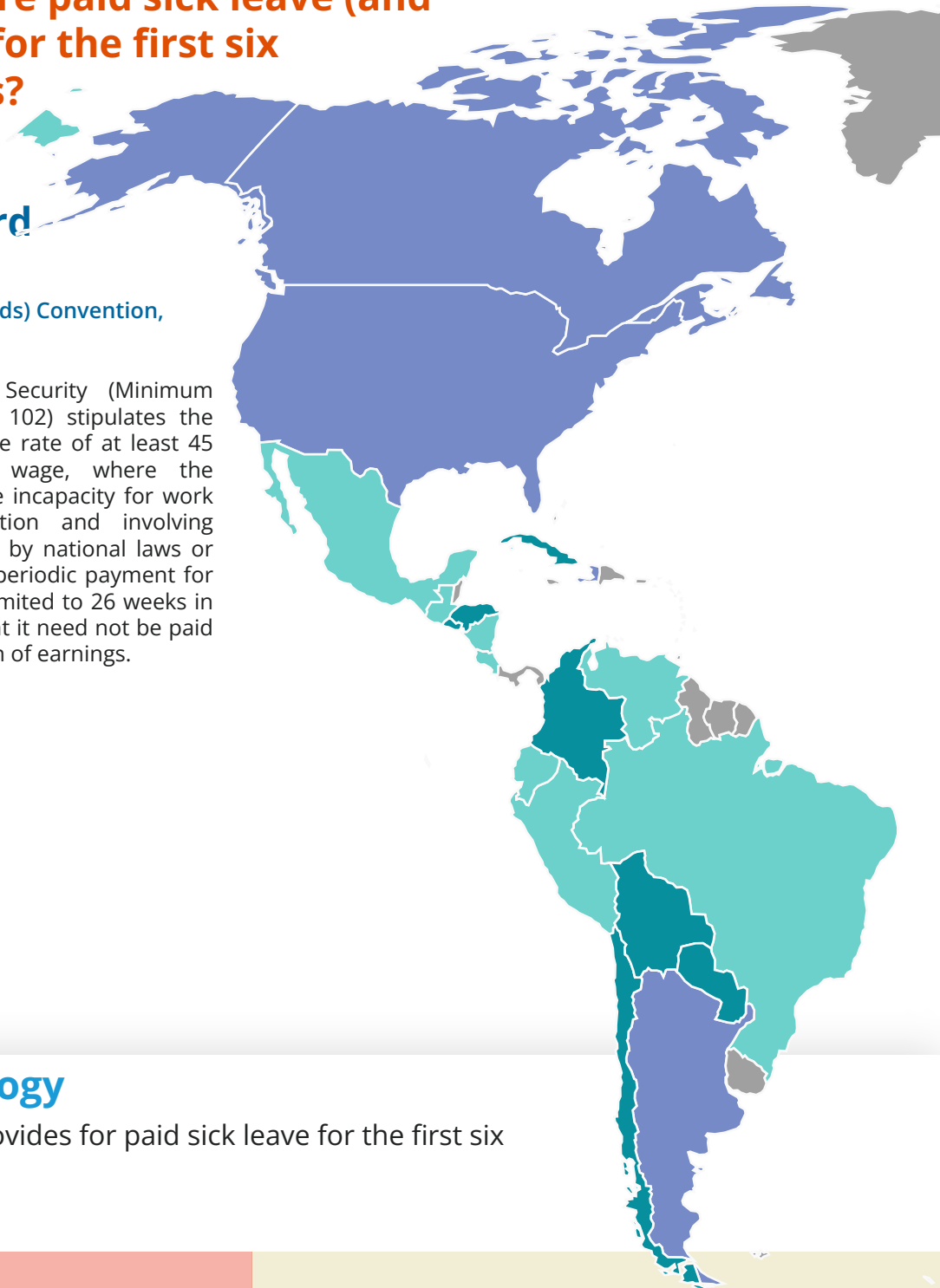
Whether the legislation provides for paid sick leave for the first six months of sickness:

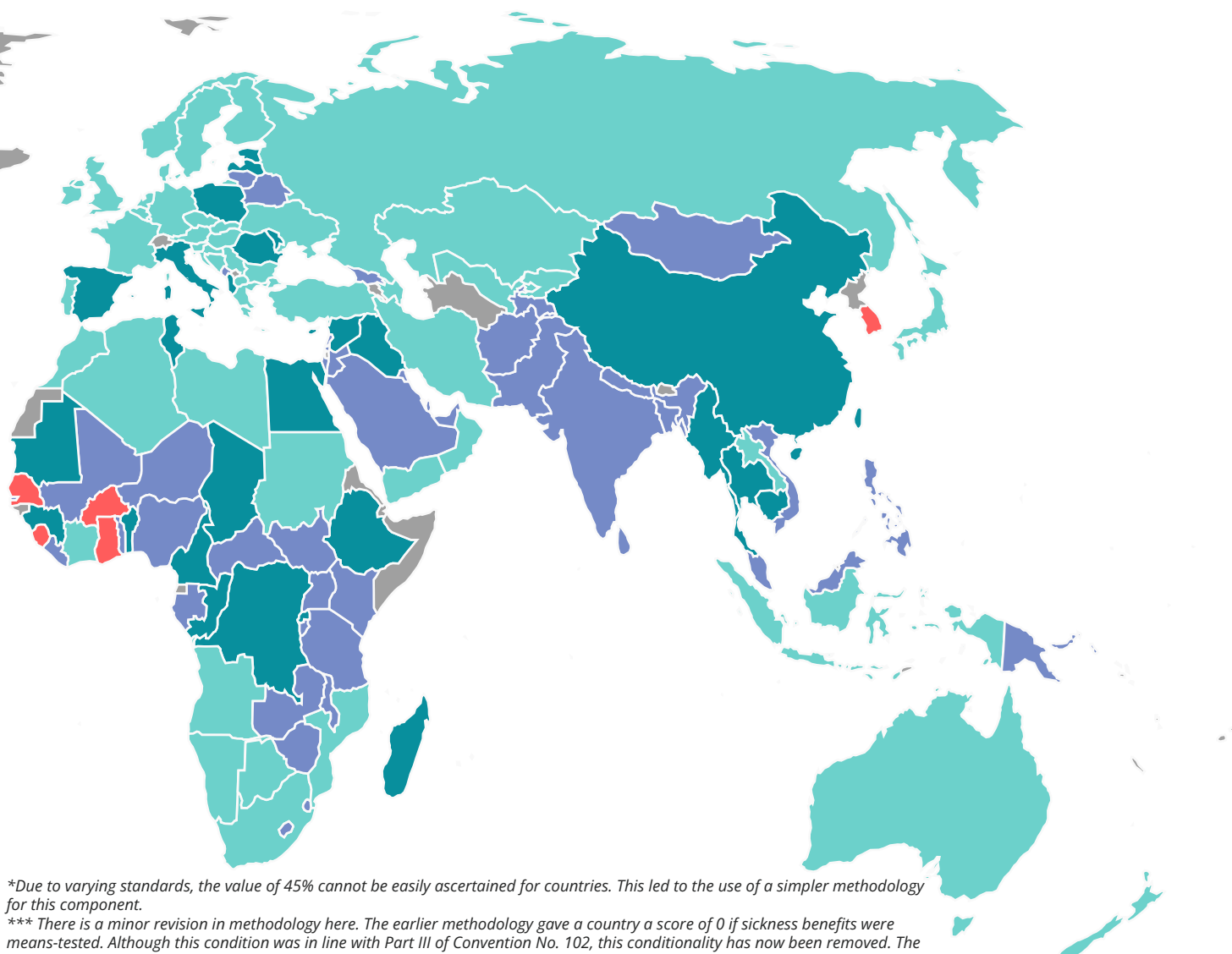
1

The legislation allows paid sick leave or sickness benefits for a minimum of the first six months of illness. The paid sick leave/sickness benefits must have been funded through a contributory social insurance system or a universally accessible system.*

0

The duration of paid sick leave/sickness benefits is less than six months or if the paid sick leave is only employer liability.

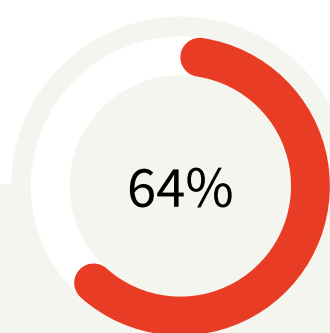




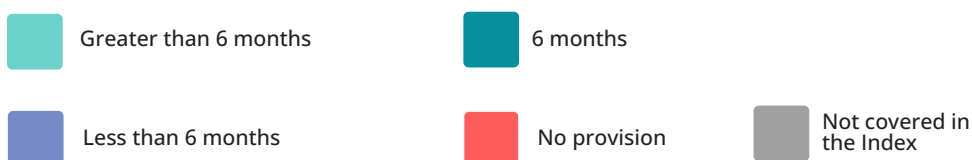
*Due to varying standards, the value of 45% cannot be easily ascertained for countries. This led to the use of a simpler methodology for this component.

*** There is a minor revision in methodology here. The earlier methodology gave a country a score of 0 if sickness benefits were means-tested. Although this condition was in line with Part III of Convention No. 102, this conditionality has now been removed. The earlier methodology also gave a score of 0 if the waiting period (before payment of sickness benefits by the social security system) exceeded 10 days. This conditionality has also dropped since longer waiting periods were found for those countries where the length of sickness benefits is longer than six months. Scores are adjusted for the following countries:

Albania, Australia, Austria



While 64% of the 145 countries provide sickness benefits for at least six months, there are only 5 countries which do not have a provision for paid sick leave.



57

countries provide sickness benefits for longer than 6 months

36

countries provide sickness benefits for 6 months only

47

countries provide sickness benefits for less than 6 months

5

countries have no provisions for sickness benefits

7.4b Sickness Benefits - Source

Does the law require paid sick leave (and sickness benefits) for the first six months of sickness?

International Regulatory Standard

- Social Security (Minimum Standards) Convention, 1952 (No. 102)

Article 67 of the ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102) stipulates the provision of sickness benefits at the rate of at least 45 percent of a worker's former wage, where the contingency covered should include incapacity for work resulting from a morbid condition and involving suspension of earnings, as defined by national laws or regulations. The benefit shall be a periodic payment for the whole of the contingency and limited to 26 weeks in each case of sickness, in which event it need not be paid for the first three days of suspension of earnings.

Scoring Methodology

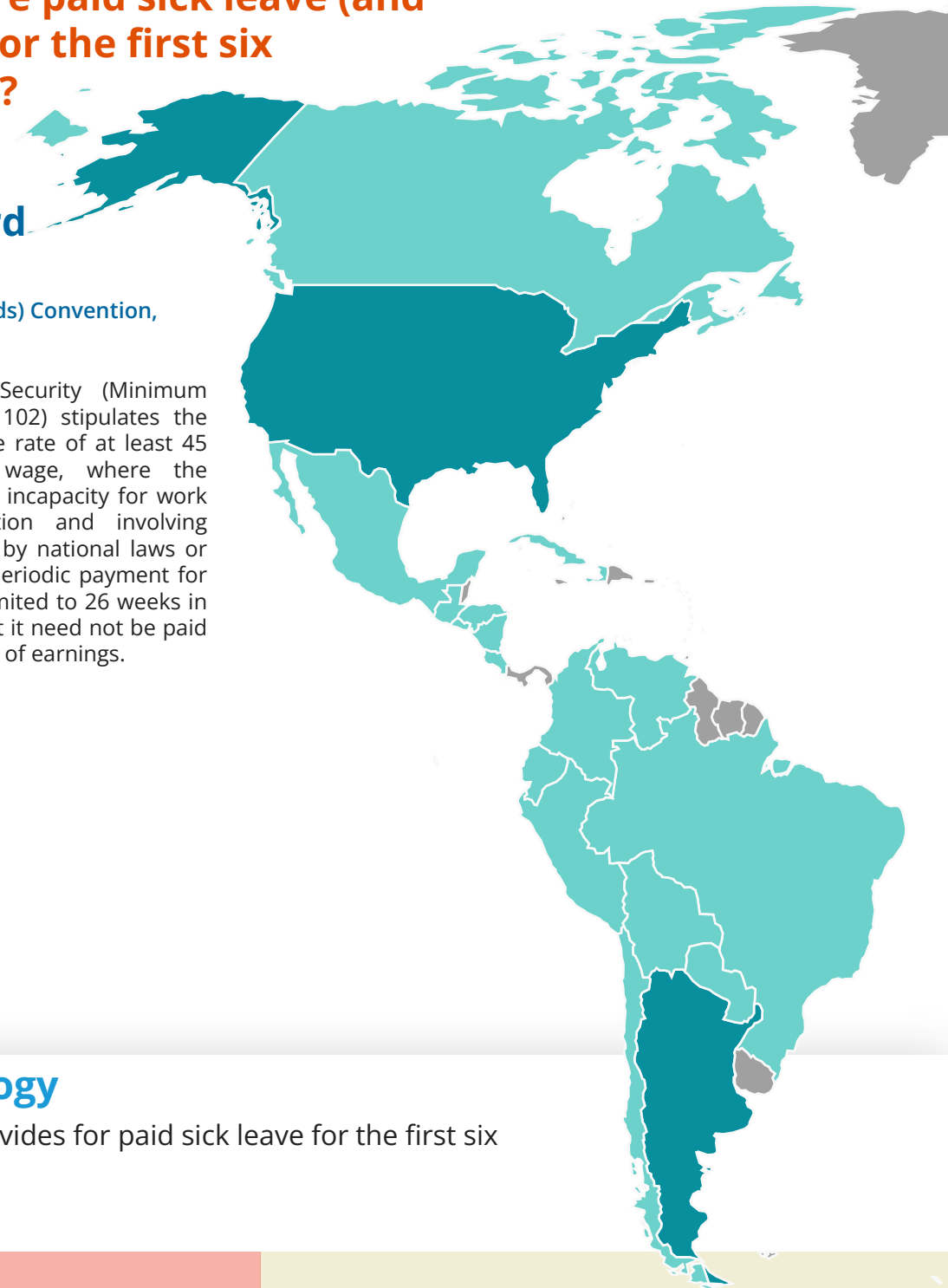
Whether the legislation provides for paid sick leave for the first six months of sickness:

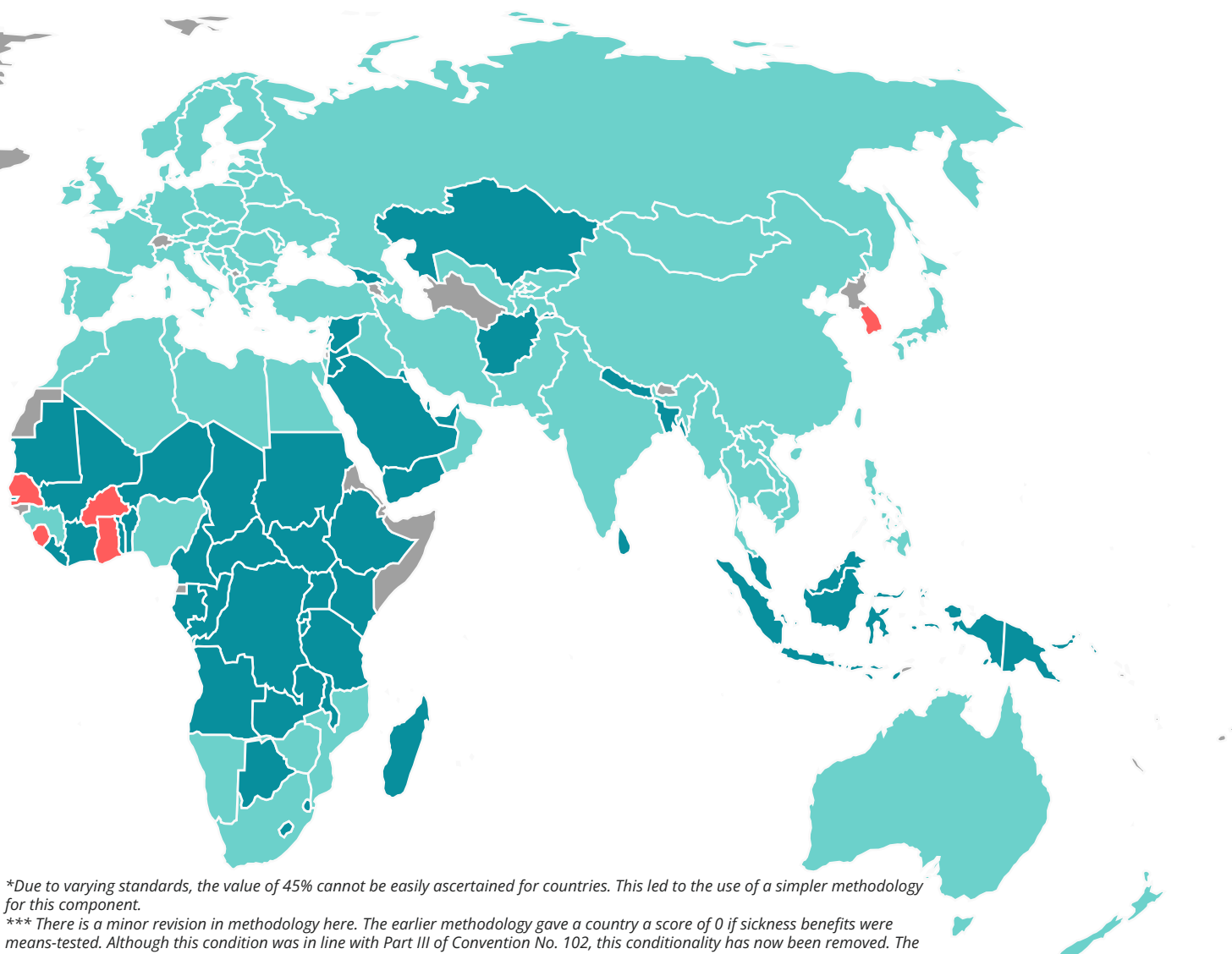
1

The legislation allows paid sick leave or sickness benefits for a minimum of the first six months of illness. The paid sick leave/sickness benefits must have been funded through a contributory social insurance system or a universally accessible system.*

0

The duration of paid sick leave/sickness benefits is less than six months or if the paid sick leave is only employer liability.

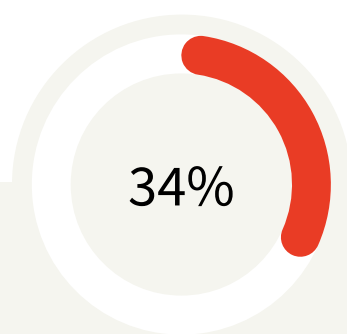




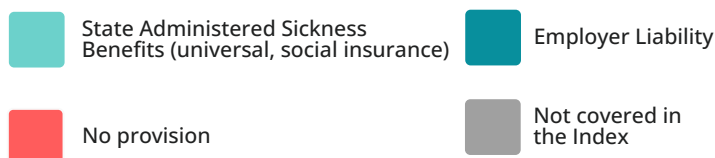
*Due to varying standards, the value of 45% cannot be easily ascertained for countries. This led to the use of a simpler methodology for this component.

*** There is a minor revision in methodology here. The earlier methodology gave a country a score of 0 if sickness benefits were means-tested. Although this condition was in line with Part III of Convention No. 102, this conditionality has now been removed. The earlier methodology also gave a score of 0 if the waiting period (before payment of sickness benefits by the social security system) exceeded 10 days. This conditionality has also dropped since longer waiting periods were found for those countries where the length of sickness benefits is longer than six months. Scores are adjusted for the following countries:

Albania, Australia, Austria



34% of the 145 assessed countries require employers to pay for sickness benefits.



90
countries provide sickness benefits through a state-administered sickness benefits system

50
countries make sickness benefits an employer's liability

5
countries have no provision on sourcing sickness benefits

7.5 Invalidity Benefits

Does the law provide for invalidity benefits?

International Regulatory Standard

- Social Security (Minimum Standards) Convention, 1952 (No. 102)

Article 67 of the ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102) stipulates the provision of invalidity benefit at the rate of 40 per cent of a worker's former wage, where the contingency covered shall include the inability to engage in any gainful activity to an extent prescribed which inability is likely to be permanent or persists after the exhaustion of sickness benefit. The benefit shall be a periodical payment, and it shall be granted throughout the contingency or until an old-age benefit becomes payable.

Scoring Methodology

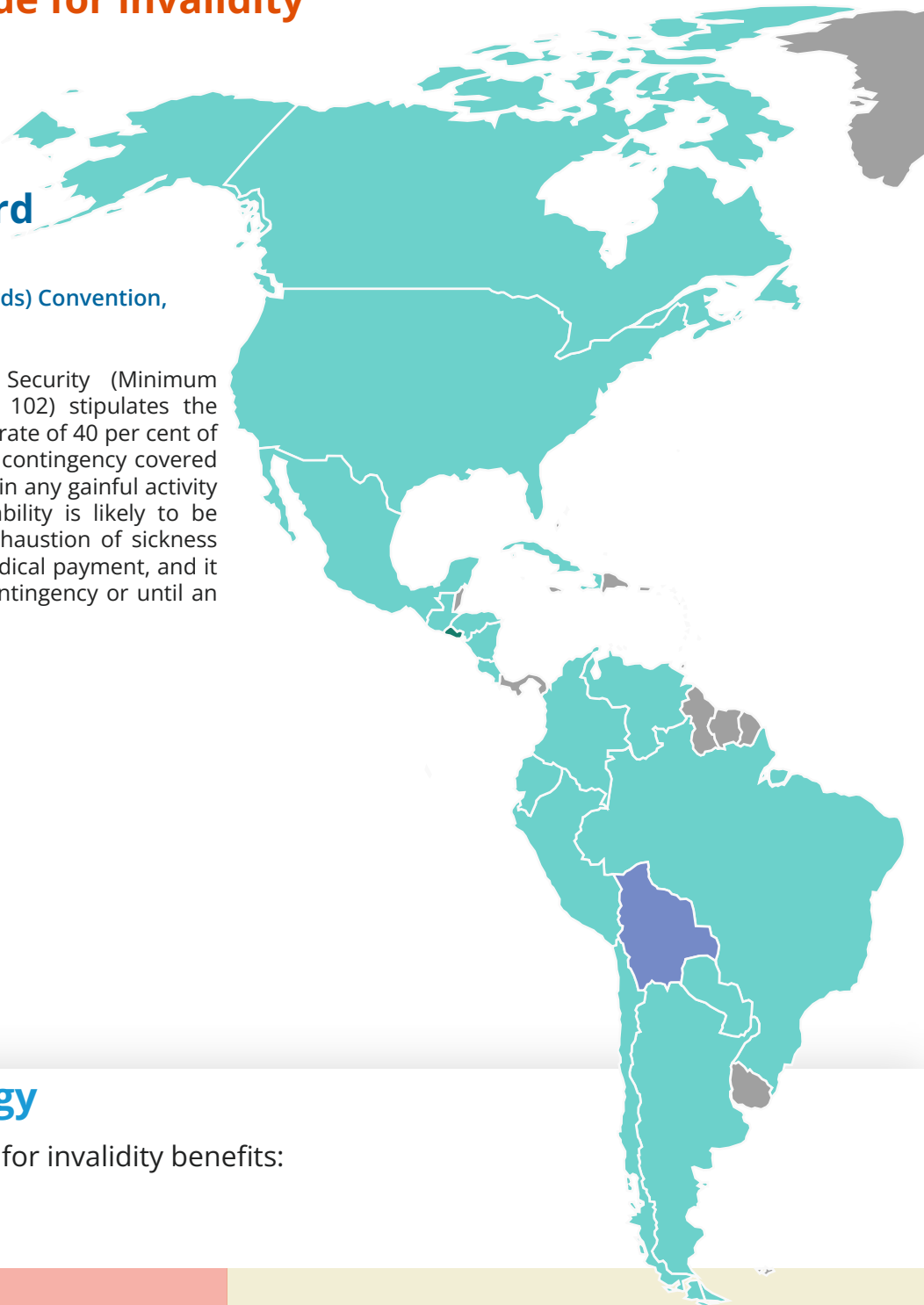
Whether legislation provides for invalidity benefits:

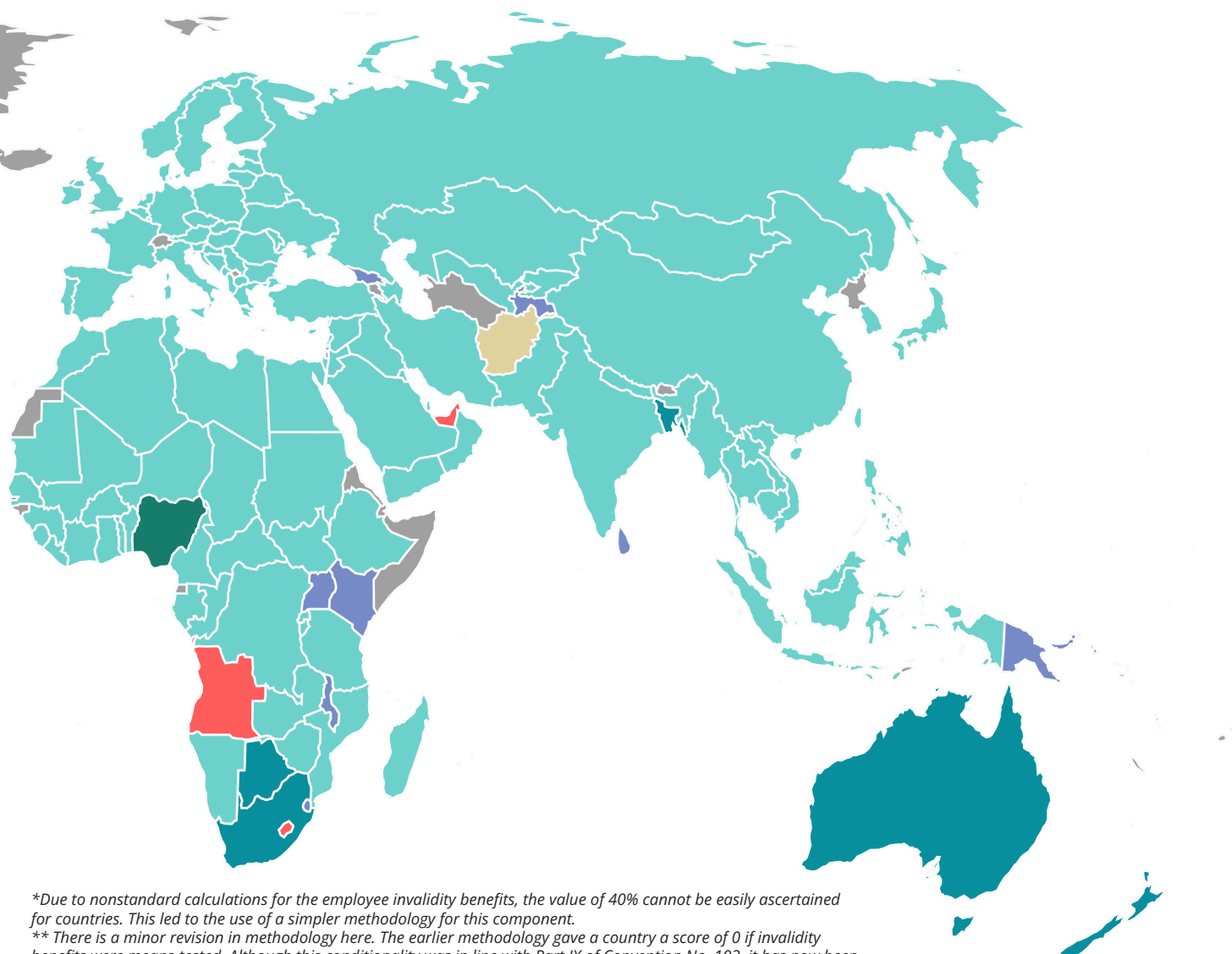
1

Invalidity benefit is provided under the law and is paid through a contributory social insurance system or through a non-contributory universal benefits system financed through general taxation (both administered by the state) or if there is a provision for non-state-administered invalidity benefits.*

0

The invalidity benefit is only an employer's liability, or if there is no explicit provision for an invalidity benefits system.





*Due to nonstandard calculations for the employee invalidity benefits, the value of 40% cannot be easily ascertained for countries. This led to the use of a simpler methodology for this component.

** There is a minor revision in methodology here. The earlier methodology gave a country a score of 0 if invalidity benefits were means-tested. Although this conditionality was in line with Part IX of Convention No. 102, it has now been removed, and scores are adjusted for the following countries: El Salvador, New Zealand, Nigeria, Norway



In 85% of the assessed countries, invalidity benefits are provided through contributory social insurance.

Contributory
invalidity pension
(social insurance)

Non-contributory invalidity
pension (Universal +
social assistance)

State Administered
(provident fund and
individual account)

Non-state
Administered
(PF and IMA)

Employer
liability

No provision

Not covered in
the Index

123

countries source
invalidity benefits
through social
insurance

5

countries mandate
non-contributory
(universal) invalidity
benefits

11

countries have
state-administered (PF
and IMA) invalidity
benefits

2

countries have
invalidity benefits
which are not
administered by the
state

1

country makes
invalidity benefits an
employer liability

3

countries have no
provision for invalidity
benefits

Old Age Benefits

Region	Contributory Old Age benefits (Social Insurance)	Non- Contributory Survivors' benefits (Universal + social assistance)	State Administered (Provident Fund & Mandatory Individual Account)	Non-State Administered (PF & MIA)	Covered Countries
Africa	Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Ghana, Guinea, Lesotho, Liberia, Libya, Madagascar, Mali, Mauritania, Morocco, Mozambique, Namibia, Niger, Rwanda, Senegal, Sierra Leone, South Sudan, Sudan, Togo, Tunisia, United Republic of Tanzania, Zambia, Zimbabwe	South Africa	Eswatini, Gambia, Kenya, Malawi, Uganda	Nigeria	45
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, Guatemala, Haiti, Honduras, Nicaragua, Paraguay, Peru, United States of America, Venezuela	Mexico		El Salvador	19
Asia	Afghanistan, Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Mongolia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen		Malaysia, Singapore, Sri Lanka		38
Europe	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		Estonia, Georgia, Norway		40
Oceania		Australia, New Zealand	Papua New Guinea		3
Total Countries	127	4	12	2	145

Dependants'/Survivors' Benefits

Region	Contributory Survivors' benefits (Social Insurance)	Non-Contributory Survivors' benefits (Universal + social assistance)	State Administered (Provident Fund & Mandatory Individual Account)	Non-State Administered (PF & MIA)	Covered Countries
Africa	Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Ghana, Guinea, Lesotho, Liberia, Libya, Madagascar, Mali, Mauritania, Morocco, Mozambique, Namibia, Niger, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Sudan, Togo, Tunisia, United Republic of Tanzania, Zambia, Zimbabwe		Eswatini, Gambia, Kenya, Malawi, Uganda	Nigeria	45
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela			El Salvador	19
Asia	Afghanistan, Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Mongolia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Syria, Taiwan , Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen		Singapore, Sri Lanka, Tajikistan		38
Europe	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, North Macedonia, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom	Netherlands, Norway	Estonia, Georgia		40
Oceania		Australia, New Zealand	Papua New Guinea		3
Total Countries	128	4	11	2	145

Unemployment Benefits

Region	Non-State Administered	State Administered	Severance Pay only	No Provision	Covered Countries
Africa		Algeria, Burundi, Cabo Verde, Egypt, Gabon, Morocco, South Africa, Tunisia, United Republic of Tanzania	Angola, Benin, Botswana, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Eswatini, Ethiopia, Gambia, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Sudan, Sudan, Togo, Uganda, Zambia, Zimbabwe	Ghana, Sierra Leone	45
Americas	Costa Rica, Honduras, Peru	Argentina, Brazil, Canada, Chile, Colombia, Ecuador, United States of America, Venezuela	Bolivia, El Salvador, Guatemala, Mexico, Nicaragua, Paraguay	Cuba, Haiti	19
Asia		Azerbaijan, Bahrain, Cambodia, China, India, Indonesia, Iran, Israel, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Malaysia, Mongolia, Myanmar, Nepal, Oman, Philippines, Republic of Korea, Saudi Arabia, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam	Afghanistan, Bangladesh, Iraq, Lebanon, Pakistan, Qatar, Sri Lanka, Syria, Yemen	Singapore	38
Europe		Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom	Georgia		40
Oceania		New Zealand		Papua New Guinea	3
Total Countries	3	86	50	6	145

Sickness Benefit - Duration

Region	< 6 months	6 months	> 6 months	No Provision	Covered Countries
Africa	Burundi, Central African Republic, Eswatini, Gabon, Gambia, Kenya, Lesotho, Liberia, Malawi, Mali, Niger, Nigeria, South Sudan, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Benin, Cameroon, Chad, Congo, Democratic Republic of the Congo, Egypt, Ethiopia, Guinea, Madagascar, Mauritania, Rwanda, Tunisia	Algeria, Angola, Botswana, Cabo Verde, Côte D'Ivoire, Libya, Morocco, Mozambique, Namibia, South Africa, Sudan	Burkina Faso, Ghana, Senegal, Sierra Leone	45
Americas	Argentina, Canada, Haiti, United States of America	Bolivia, Chile, Colombia, Cuba, El Salvador, Honduras, Paraguay	Brazil, Costa Rica, Ecuador, Guatemala, Mexico, Nicaragua, Peru, Venezuela		19
Asia	Afghanistan, Bahrain, Bangladesh, India, Israel, Jordan, Kuwait, Lebanon, Malaysia, Mongolia, Nepal, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, Tajikistan, United Arab Emirates, Viet Nam	Cambodia, China, Iraq, Myanmar, Syria, Taiwan , Thailand	Azerbaijan, Indonesia, Iran, Japan, Kazakhstan, Kyrgyz Republic, Lao People's Democratic Republic, Oman, Uzbekistan, Yemen	Republic of Korea	38
Europe	Belarus, Georgia, Lithuania, Montenegro	Albania, Cyprus, Estonia, Italy, Latvia, Malta, Moldova, Poland, Romania, Spain	Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Luxembourg, Netherlands, North Macedonia, Norway, Portugal, Russian Federation, Serbia, Slovakia, Slovenia, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania	Papua New Guinea		Australia, New Zealand		3
Total Countries	47	36	57	5	145

Sickness Benefit - Source

Region	Employer Liability	State Administered Sickness Benefits (Universal, Social insurance)	No Provision	Covered Countries
Africa	Angola, Benin, Botswana, Burundi, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Eswatini, Ethiopia, Gabon, Gambia, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Niger, Rwanda, South Sudan, Sudan, Togo, Uganda, United Republic of Tanzania, Zambia	Algeria, Cabo Verde, Egypt, Guinea, Libya, Morocco, Mozambique, Namibia, Nigeria, South Africa, Tunisia, Zimbabwe	Burkina Faso, Ghana, Senegal, Sierra Leone	45
Americas	Argentina, United States of America	Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, Venezuela		19
Asia	Afghanistan, Bahrain, Bangladesh, Indonesia, Jordan, Kazakhstan, Kuwait, Lebanon, Malaysia, Nepal, Qatar, Saudi Arabia, Singapore, Sri Lanka, Syria, United Arab Emirates, Yemen	Azerbaijan, Cambodia, China, India, Iran, Iraq, Israel, Japan, Kyrgyz Republic, Lao People's Democratic Republic, Mongolia, Myanmar, Oman, Pakistan, Philippines, Taiwan , Tajikistan, Thailand, Uzbekistan, Viet Nam	Republic of Korea	38
Europe	Georgia	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania	Papua New Guinea	Australia, New Zealand		3
Total Countries	50	90	5	145








































































































































Invalidity Benefits

Region	Contributory invalidity benefits (social insurance)	Non-Contributory Invalidity benefits (Universal + social assistance)	State Administered (Provident Fund & Mandatory Individual Account)	Non-State Administered (PF & MIA)	Employer Liability	No Provision	Covered Countries
Africa	Algeria, Benin, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Gabon, Ghana, Guinea, Liberia, Libya, Madagascar, Mali, Mauritania, Morocco, Mozambique, Namibia, Niger, Rwanda, Senegal, Sierra Leone, South Sudan, Sudan, Togo, Tunisia, United Republic of Tanzania, Zambia, Zimbabwe	Botswana, South Africa	Eswatini, Gambia, Kenya, Malawi, Uganda	Nigeria		Angola, Lesotho	45
Americas	Argentina, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela		Bolivia	El Salvadore			19
Asia	Azerbaijan, Bahrain, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Mongolia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Syria, Taiwan , Thailand, Uzbekistan, Viet Nam, Yemen	Bangladesh	Singapore, Sri Lanka, Tajikistan		Afghanistan	United Arab Emirates	38
Europe	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		Georgia				40
Oceania		Australia, New Zealand	Papua New Guinea				3
Total Countries	123	5	11	2	1	3	145

Social Security - country score snapshot

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




 Represents a score of 1
  Represents a score of 0

Country	Region	Old Age Benefits	Survivors' Benefits	Unemployment Benefits	Sickness Benefits	Invalidity Benefits
Afghanistan	South Asia					
Albania	Eastern Europe					
Algeria	Middle East and North Africa					
Angola	Sub-Saharan Africa					
Argentina	Latin America and the Caribbean					
Australia	Oceania					
Austria	Western Europe					
Azerbaijan	Caucasus and Central Asia					
Bahrain	Middle East and North Africa					
Bangladesh	South Asia					
Belarus	Eastern Europe					
Belgium	Western Europe					
Benin	Sub-Saharan Africa					
Bolivia	Latin America and the Caribbean					
Bosnia and Herzegovina	Eastern Europe					
Botswana	Sub-Saharan Africa					
Brazil	Latin America and the Caribbean					
Bulgaria	Eastern Europe					
Burkina Faso	Sub-Saharan Africa					
Burundi	Sub-Saharan Africa					
Cabo Verde	Sub-Saharan Africa					
Cambodia	South East Asia					
Cameroon	Sub-Saharan Africa					
Canada	North America					
Central African Republic	Sub-Saharan Africa					
Chad	Sub-Saharan Africa					
Chile	Latin America and the Caribbean					

Social Security - country score snapshot

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 Represents a score of 1
  Represents a score of 0

Country	Region	Old Age Benefits	Survivors' Benefits	Unemployment Benefits	Sickness Benefits	Invalidity Benefits
China	East Asia					
Colombia	Latin America and the Caribbean					
Congo	Sub-Saharan Africa					
Costa Rica	Latin America and the Caribbean					
Côte D'Ivoire	Sub-Saharan Africa					
Croatia	Eastern Europe					
Cuba	Latin America and the Caribbean					
Cyprus	Eastern Europe					
Czechia	Eastern Europe					
D.R Congo	Sub-Saharan Africa					
Denmark	Western Europe					
Ecuador	South America					
Egypt	Middle East and North Africa					
El Salvador	Latin America and the Caribbean					
Estonia	Eastern Europe					
Eswatini	Sub-Saharan Africa					
Ethiopia	Sub-Saharan Africa					
Finland	Western Europe					
France	Western Europe					
Gabon	Sub-Saharan Africa					
Gambia	Sub-Saharan Africa					
Georgia	Caucasus and Central Asia					
Germany	Western Europe					
Ghana	Sub-Saharan Africa					
Greece	Eastern Europe					
Guatemala	Latin America and the Caribbean					
Guinea	Sub-Saharan Africa					

Social Security - country score snapshot

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 Represents a score of 1
  Represents a score of 0

Country	Region	Old Age Benefits	Survivors' Benefits	Unemployment Benefits	Sickness Benefits	Invalidity Benefits
Haiti	Latin America and the Caribbean					
Honduras	Latin America and the Caribbean					
Hungary	Eastern Europe					
India	South Asia					
Indonesia	South East Asia					
Iran	Middle East and North Africa					
Iraq	Middle East and North Africa					
Ireland	Western Europe					
Israel	Middle East and North Africa					
Italy	Western Europe					
Japan	East Asia					
Jordan	Middle East and North Africa					
Kazakhstan	Caucasus and Central Asia					
Kenya	Sub-Saharan Africa					
Kuwait	Middle East and North Africa					
Kyrgyzstan	Caucasus and Central Asia					
Lao PDR	South East Asia					
Latvia	Eastern Europe					
Lebanon	Middle East and North Africa					
Lesotho	Sub-Saharan Africa					
Liberia	Sub-Saharan Africa					
Libya	Middle East and North Africa					
Lithuania	Eastern Europe					
Luxembourg	Western Europe					
Madagascar	Sub-Saharan Africa					
Malawi	Sub-Saharan Africa					
Malaysia	South East Asia					

Represents a score of 1

Represents a score of 0

Country	Region	Old Age Benefits	Survivors' Benefits	Unemployment Benefits	Sickness Benefits	Invalidity Benefits
Mali	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Malta	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mauritania	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mexico	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Moldova	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mongolia	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Montenegro	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Morocco	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mozambique	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Myanmar	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Namibia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nepal	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Netherlands	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
New Zealand	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nicaragua	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Niger	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nigeria	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
North Macedonia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Norway	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Oman	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Pakistan	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Papua New Guinea	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Paraguay	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Peru	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Philippines	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Poland	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Portugal	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

Social Security - country score snapshot



















































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● Represents a score of 1 ● Represents a score of 0

Country	Region	Old Age Benefits	Survivors' Benefits	Unemployment Benefits	Sickness Benefits	Invalidity Benefits
Qatar	Middle East and North Africa	●	●	●	●	●
Republic of Korea	East Asia	●	●	●	●	●
Romania	Eastern Europe	●	●	●	●	●
Russian Federation	Eastern Europe	●	●	●	●	●
Rwanda	Sub-Saharan Africa	●	●	●	●	●
Saudi Arabia	Middle East and North Africa	●	●	●	●	●
Senegal	Sub-Saharan Africa	●	●	●	●	●
Serbia	Eastern Europe	●	●	●	●	●
Sierra Leone	Sub-Saharan Africa	●	●	●	●	●
Singapore	South East Asia	●	●	●	●	●
Slovakia	Eastern Europe	●	●	●	●	●
Slovenia	Eastern Europe	●	●	●	●	●
South Africa	Sub-Saharan Africa	●	●	●	●	●
South Sudan	Sub-Saharan Africa	●	●	●	●	●
Spain	Western Europe	●	●	●	●	●
Sri Lanka	South Asia	●	●	●	●	●
Sudan	Sub-Saharan Africa	●	●	●	●	●
Sweden	Western Europe	●	●	●	●	●
Syria	Middle East and North Africa	●	●	●	●	●
Taiwan	East Asia	●	●	●	●	●
Tajikistan	Caucasus and Central Asia	●	●	●	●	●
Thailand	South East Asia	●	●	●	●	●
Togo	Sub-Saharan Africa	●	●	●	●	●
Tunisia	Middle East and North Africa	●	●	●	●	●
Türkiye	Eastern Europe	●	●	●	●	●
Uganda	Sub-Saharan Africa	●	●	●	●	●
Ukraine	Eastern Europe	●	●	●	●	●

Social Security - country score snapshot

 Represents a score of 1  Represents a score of 0

Country	Region	Old Age Benefits	Survivors' Benefits	Unemployment Benefits	Sickness Benefits	Invalidity Benefits
United Arab Emirates	Middle East and North Africa					
United Kingdom	Western Europe					
United Republic of Tanzania	Sub-Saharan Africa					
United States of America	North America					
Uzbekistan	Caucasus and Central Asia					
Venezuela	Latin America and the Caribbean					
Viet Nam	South East Asia					
Yemen	Middle East and North Africa					
Zambia	Sub-Saharan Africa					
Zimbabwe	Sub-Saharan Africa					



Fair Treatment

The Fair Treatment indicator measures legislation causing wage gap, discrimination in employment matters, sexual harassment at work, employment segregation and unequal access to basic labour protection for gig workers.

Equal remuneration for all workers, referring to the rates of remuneration without discrimination based on gender and any other discriminatory grounds is the fundamental requirement for promoting non-discrimination at the workplace.

Linkage with SDGs



5.1 end all forms of discrimination against all women and girls everywhere
5.1.1 legal framework on equality

8.5 full and productive employment and decent work for all
8.5.1 gender wage gap (equal pay for work of equal value)

8.8 protect labour rights and promote safe and secure working environments for all workers

10.4 adoption of policies to progressively achieve greater equality

11.7.2 victims of sexual and non-sexual harassment

16.b.1 promote and enforce non-discriminatory laws and policies for sustainable development

LABOUR RIGHTS INDEX 2024



8.1 Equal Remuneration

Does the law require equal remuneration for men and women workers for work of equal value?

International Regulatory Standard

- Equal Remuneration Convention, 1951 (No. 100)

Article 2 of the ILO's Equal Remuneration Convention, 1951 (No. 100) stipulates that the principle of equal remuneration for men and women workers for work of equal value should be promoted and ensured for all workers by means appropriate to the methods in operation for determining rates of remuneration. This principle may be applied through national laws or regulations, legally established or recognised machinery for wage determination, collective agreements between employers and workers, or a combination of these various means.

The principle of equal remuneration is applied through objective appraisal of jobs on the basis of the work to be performed. The Convention further states that the "differential rates between workers which correspond, without regard to sex, to differences, as determined by such objective appraisal, in the work to be performed shall not be considered as being contrary to the principle of equal remuneration for men and women workers for work of equal value".

Scoring Methodology

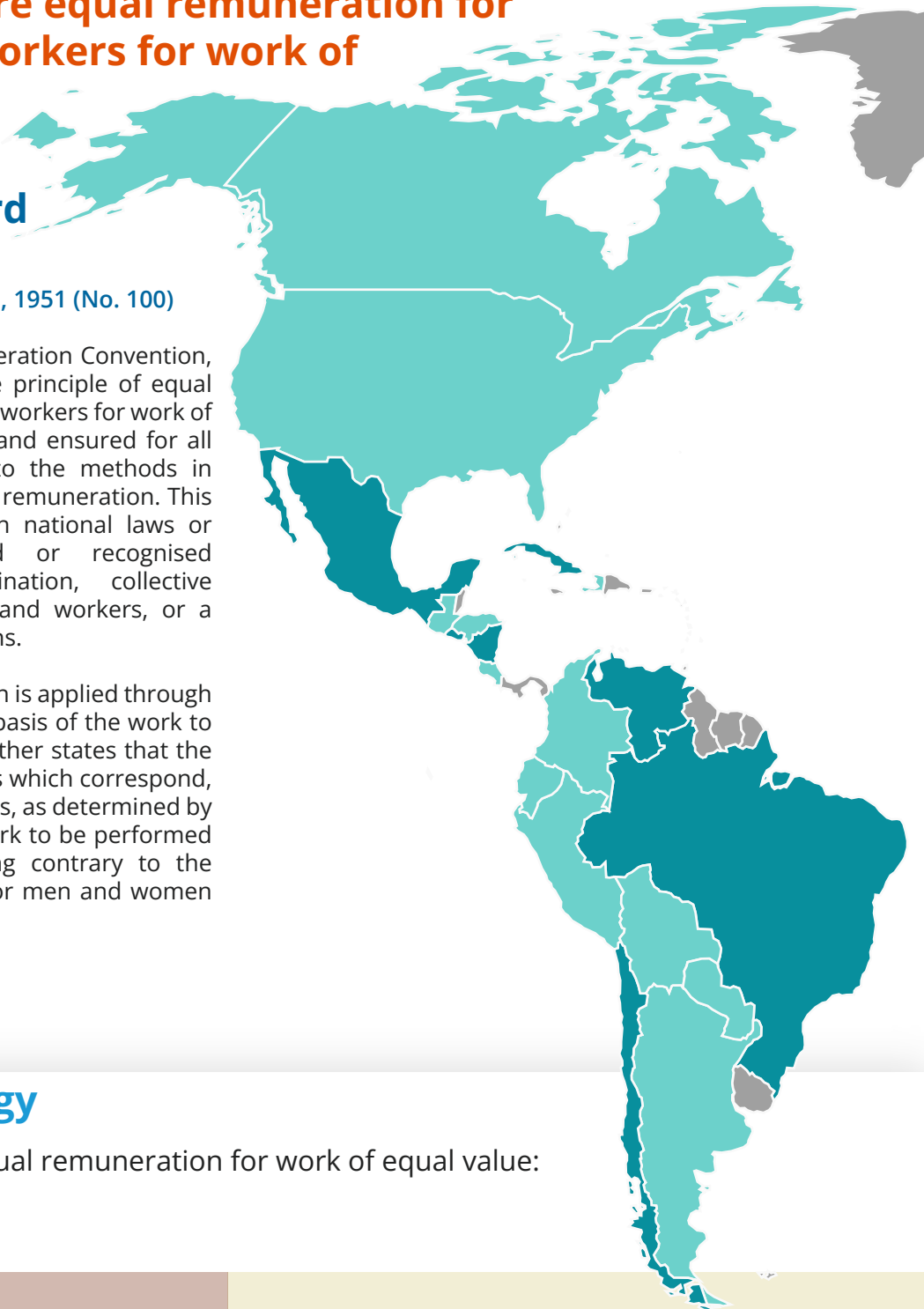
Whether the law requires equal remuneration for work of equal value:

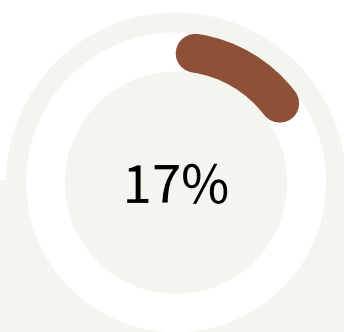
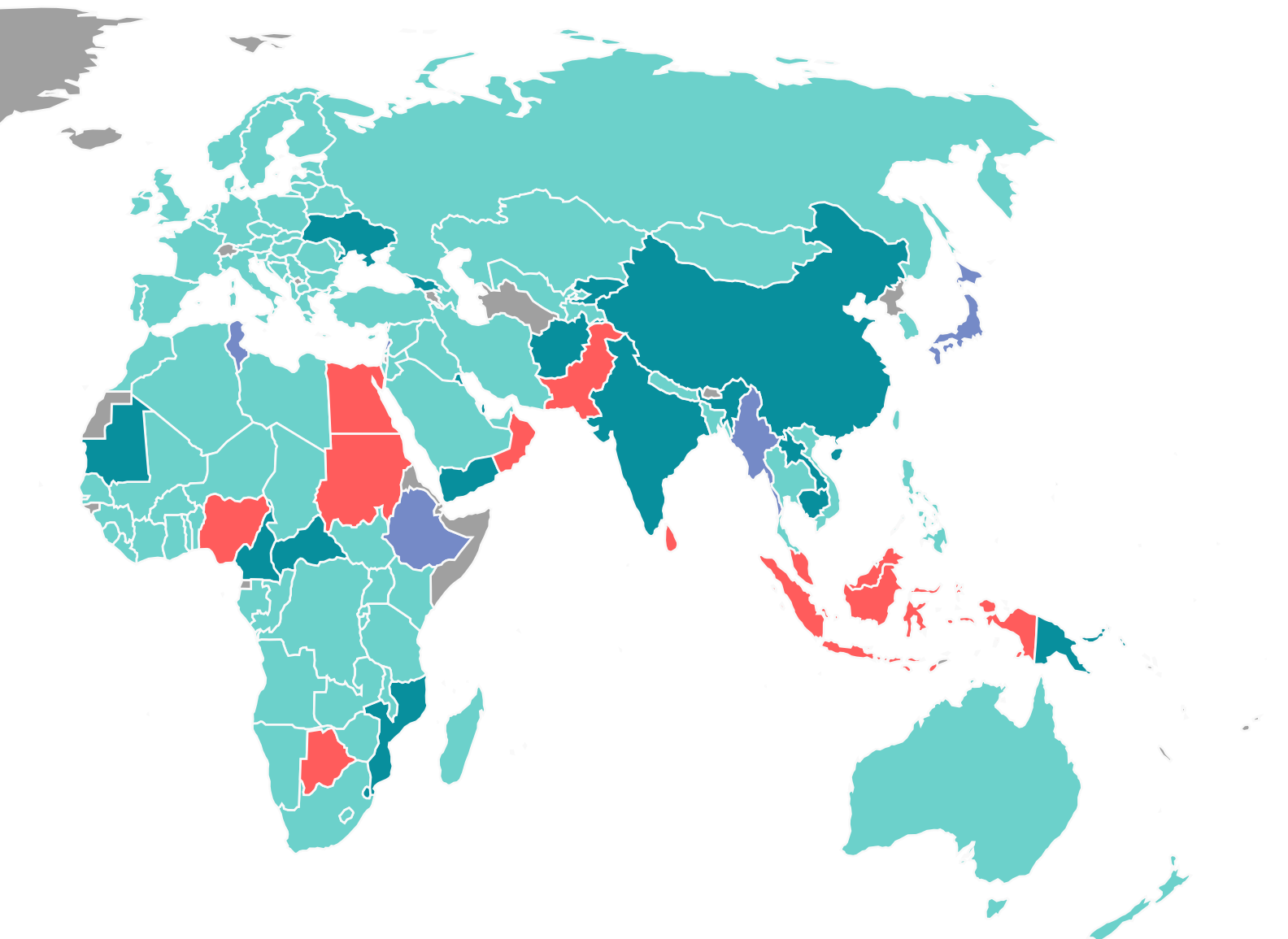
1

The legislation mandates equal remuneration for male and female workers for work of equal value without discrimination on the grounds of sex.

0

The law limits the principle of equal remuneration to the same work, similar work, equal work or work of a similar nature, or there is a general prohibition for discrimination in wages or the labour legislation does not even address this issue.





Equal Remuneration for
Work of Equal Value

Equal pay for equal,
same or similar work

General prohibition
of discrimination
in wage matters

No provision

Not covered in
the Index

105

countries require equal
remuneration for work
of equal value

24

countries require equal
pay for equal, same or
similar work

6

countries have a
general prohibition on
discrimination in
wages

10

countries have no
provision prohibiting
employers from wage
discrimination

17% of the 145 countries require equal pay for equal, same or similar work; however, this falls short of the International Regulatory Standard. Gambia and Zimbabwe are the two countries that have enacted reforms in the last two years, requiring equal remuneration for work of equal value.

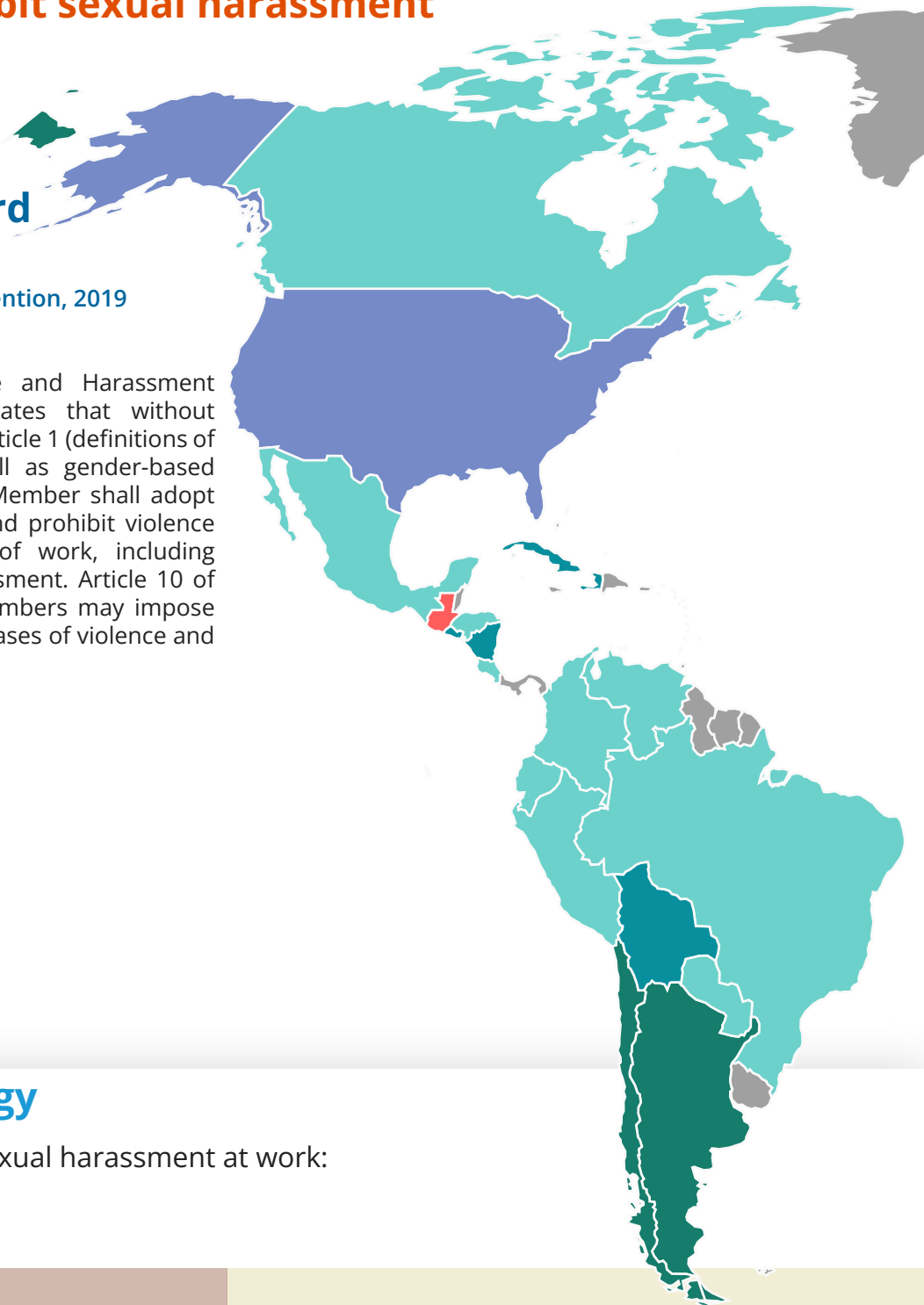
8.2 Sexual Harassment in Employment

Does the law prohibit sexual harassment in employment?

International Regulatory Standard

- Violence and Harassment Convention, 2019 (No. 190)

Article 7 of the ILO's Violence and Harassment Convention, 2019 (No. 190) states that without prejudice to and consistent with Article 1 (definitions of violence and harassment as well as gender-based violence and harassment), each Member shall adopt laws and regulations to define and prohibit violence and harassment in the world of work, including gender-based violence and harassment. Article 10 of the Convention suggests that members may impose sanctions, where appropriate, in cases of violence and harassment in the world of work.



Scoring Methodology

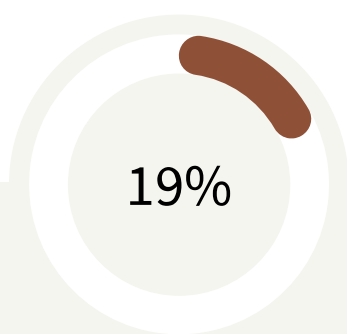
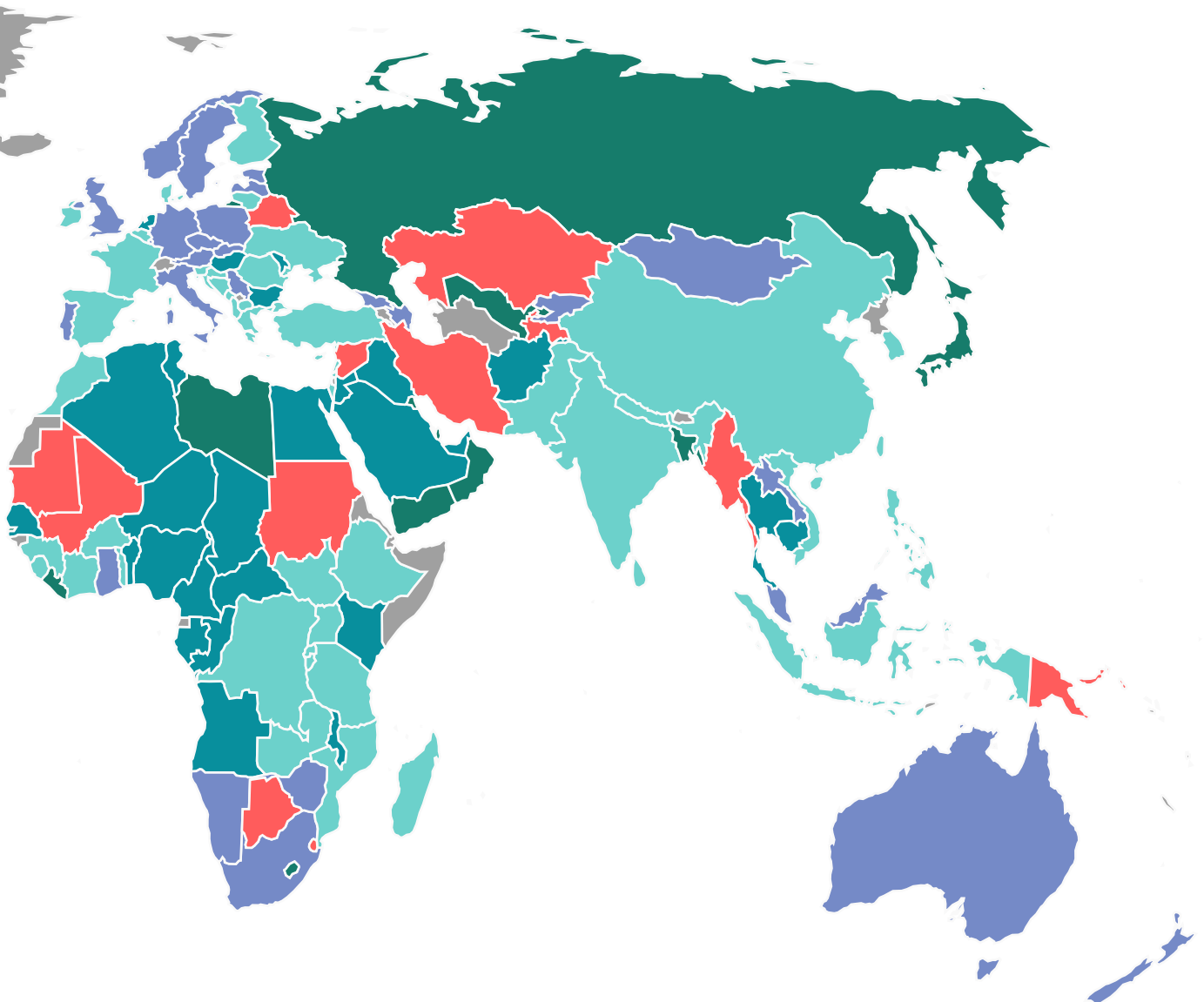
Whether the law prohibits sexual harassment at work:

1

The legislation protects against workplace sexual harassment, with criminal penalties (either fines or imprisonment) or civil remedies (monetary compensation for victims and recovery of damages) or a combination of both.

0

There is no prohibition of sexual harassment in legislation or if the legislation addresses workplace sexual harassment in general terms and has a general prohibition on harassment only.



19% of the 145 assessed countries still do not protect workers against workplace harassment and either have a general prohibition or no prohibition at all.

Prohibition of Sexual Harassment with both criminal penalties and civil remedies

General Prohibition

Prohibition of Sexual Harassment with criminal penalties

No provision

Prohibition of Sexual Harassment with civil remedies

Not covered in the Index

59

countries prohibit sexual harassment with both criminal penalties and civil remedies

32

countries prohibit sexual harassment with only criminal penalties

27

countries prohibit sexual harassment with only civil remedies

14

countries have only a general prohibition on sexual harassment

13

countries have no provision against sexual harassment

8.3 Discrimination in Employment

Does the law prohibit discrimination in employment matters?

International Regulatory Standard

- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
- Convention on the Rights of Persons with Disabilities, 2006 (CPRD)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Article 2 of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) states that equality of opportunity and treatment in respect of employment and occupation, with the purpose of eliminating any discrimination, should be promoted.

This regulatory standard is based on four different conventions.

The ten prohibited grounds for discrimination are:

- ILO Convention No. 111: race, colour, sex, religion, political opinion, national extraction or social origin, age
- ILO Convention No. 159 and CPRD: disability
- ILO Convention No. 98: trade union membership or participation in trade union activities

Scoring Methodology

Whether the law prohibits discrimination in employment:

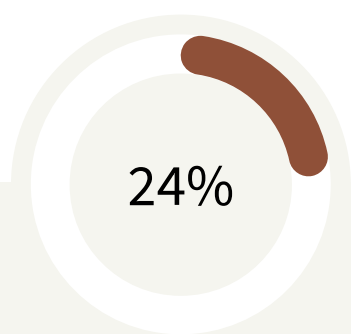
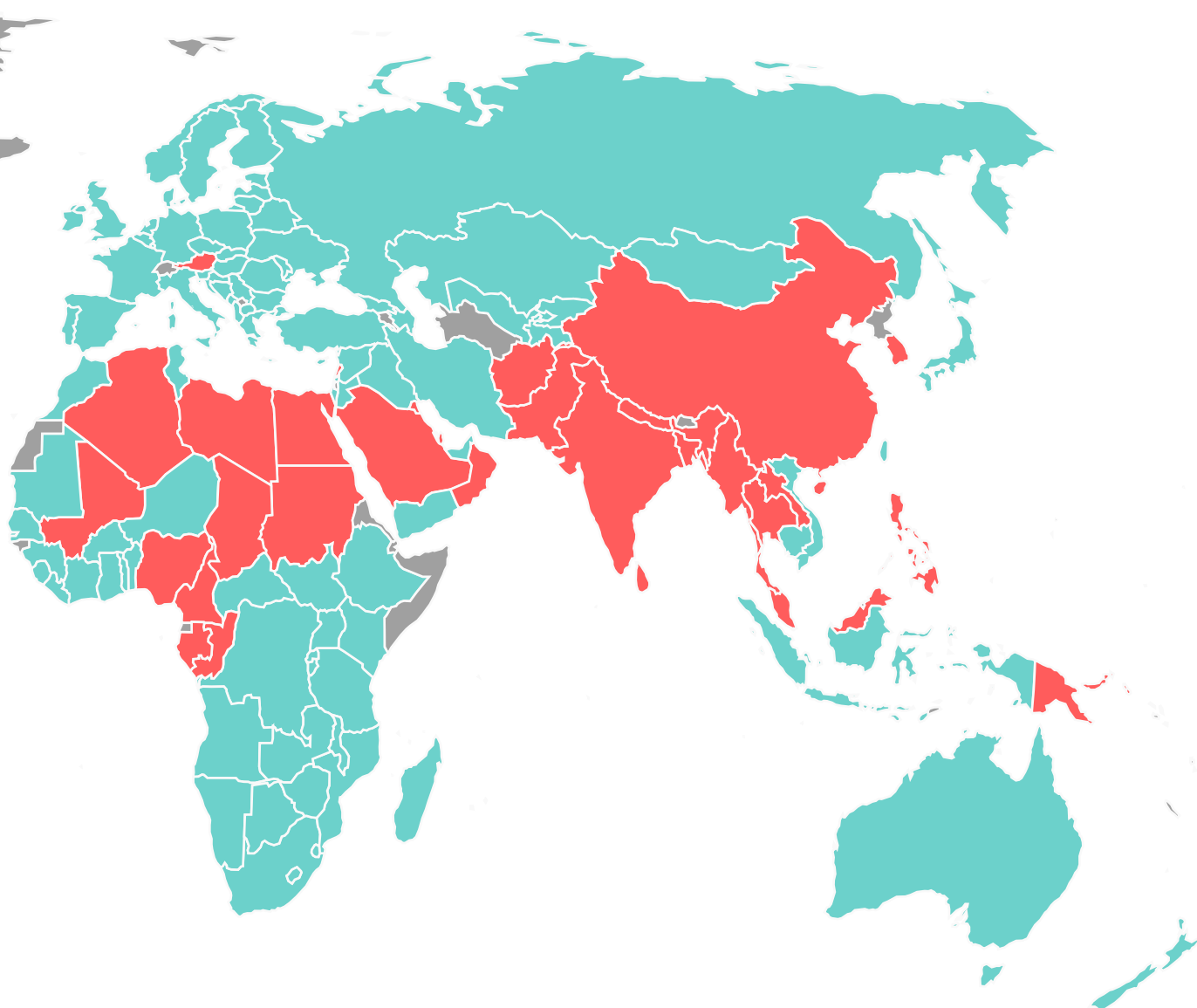
1

The law prohibits employers from engaging in discrimination or mandates equal treatment of all workers in employment matters. A score of 1 is assigned only if a country has prohibited discrimination on at least seven of the following ten grounds. The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership".

0

The law does not prohibit such discrimination on at least seven of the ten grounds or only prohibits such discrimination in one or limited aspects of employment, such as pay or dismissal, instead of all employment related matters.





24% of the 145 assessed countries, representing more than 50% of the global labour force, do not prohibit discrimination in employment-related matters on at least 7 of the 10 grounds.



Prohibits discrimination



No prohibition



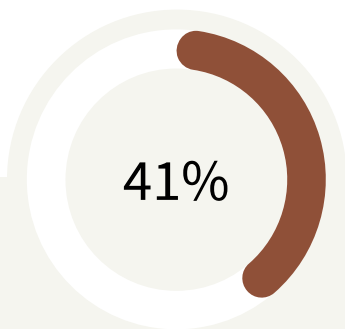
Not covered in the Index

110

countries prohibit discrimination

35

countries do not prohibit discrimination or do not meet the 7/10 criteria



countries do not prohibit discrimination or do not meet the 7/10 criteria

8.5 Basic Social Protection - Gig Economy

Does the law guarantee basic labour protection to the platform workers?

International Regulatory Standard

The Global Commission on the Future of Work 2019 recommended the development of an “international governance system for digital labour platforms”, requiring platforms (and clients) to respect certain minimum rights and protections. The Maritime Labour Convention 2006 (MLC, 2006) can be used as an example.

The ILO Governing Body decided in March 2023 to place on the agenda of the 113th and 114th sessions of the International Labour Conference (June 2025 and 2026), a standard-setting item on decent work in the platform economy. Necessary questionnaires on the form, scope and content of such a standard have been distributed and responses were sought by the social partners and relevant stakeholders.

Similarly, provisions of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) 2017 can be used as guiding principles.

Scoring Methodology

Whether the law guarantees basic labour protection to the platform or gig workers:*

1

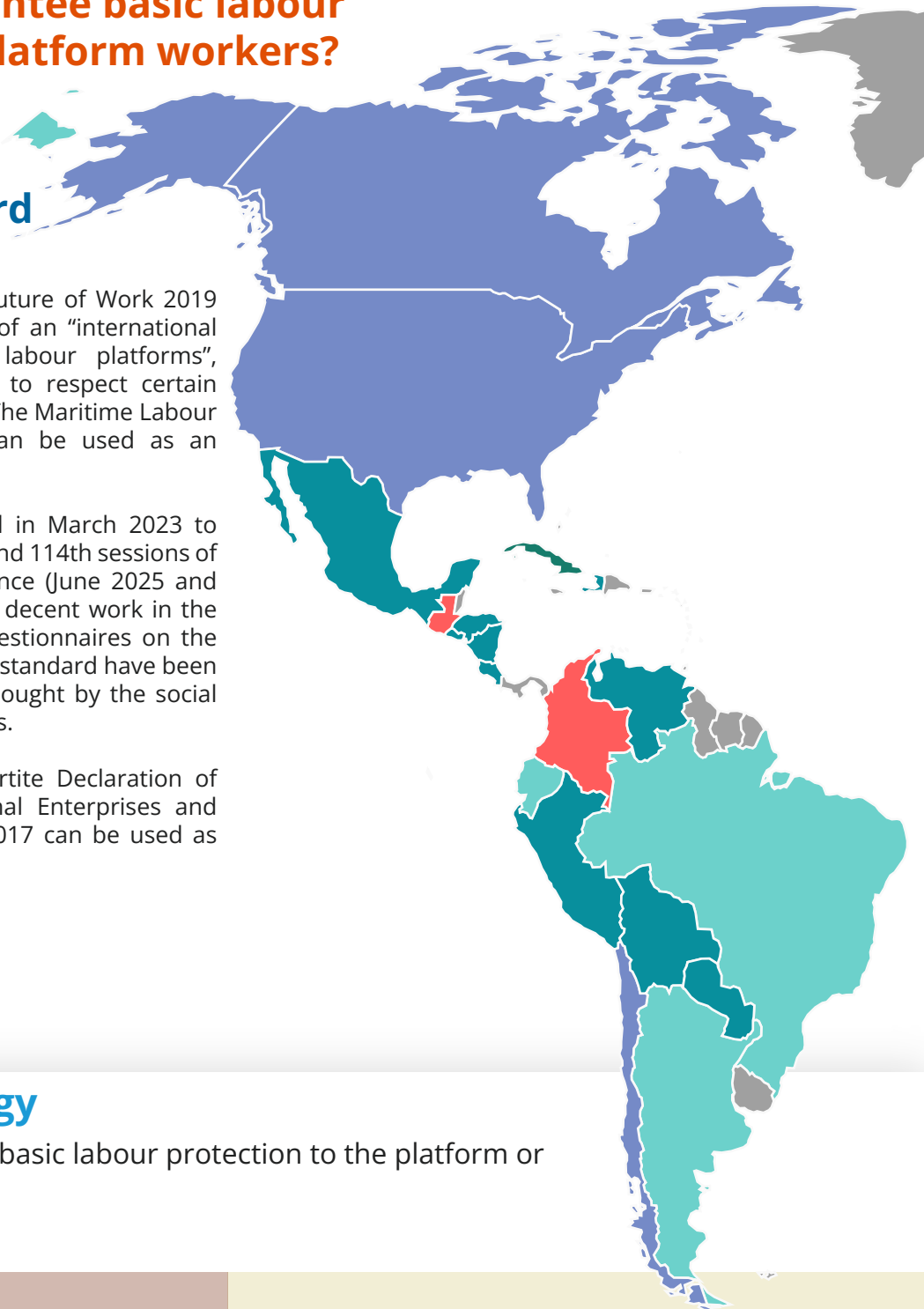
Considering the relatively new phenomenon of the platform economy, a score of 1 is currently assigned to all such countries providing access to basic social protection** (old age benefits, survivors' and invalidity benefits) to self-employed workers.

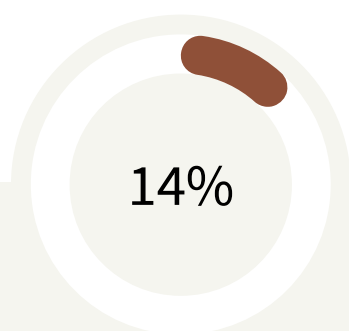
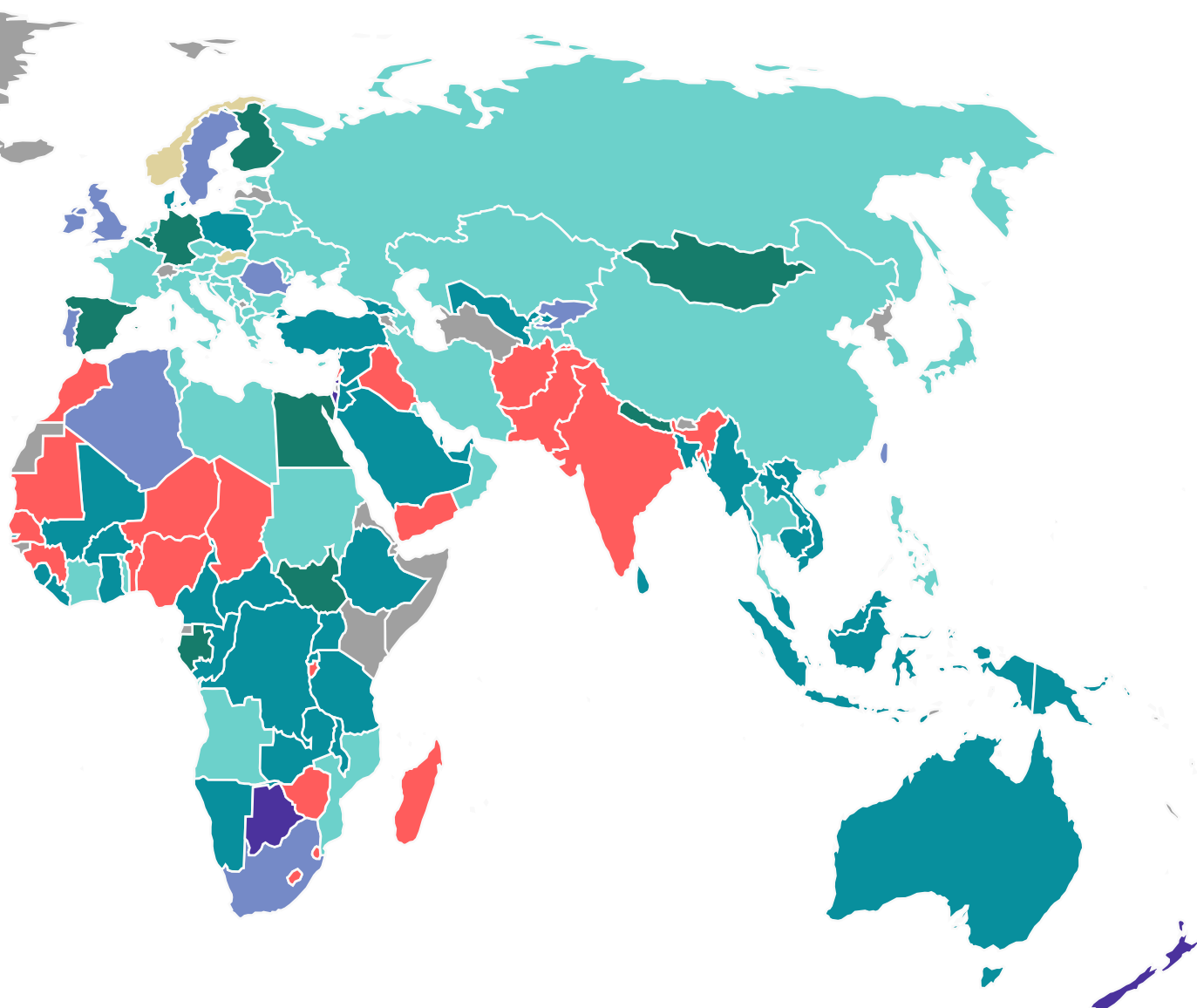
0

The basic social protection is not afforded to self-employed workers or where access to these benefits is linked to citizenship.

*The basic assumptions of the Index are not applicable to the question on platform work.

**To give equal treatment to workers, labour legislation must regulate the gig or platform economy and provide the following universal labour guarantees or basic labour protections to the platform workers: access to fundamental workers' rights (which now includes safe and healthy workplaces), social protection, adequate living wages, and decent working hours.





While 14% of the 145 countries still exclude self-employed workers from accessing basic social protection, Bangladesh, Qatar and UAE have established voluntary coverage systems for self-employed workers.



46

countries require compulsory social protection coverage for self-employed workers

48

countries provide voluntary social protection coverage for self-employed workers

12

countries prescribe conditional coverage for self-employed workers

10

countries have special systems to give social protection to self-employed workers

5

countries have a mixed coverage system for self-employed workers

3

countries have a universal coverage system for self-employed workers

21

countries exclude self-employed workers from accessing basic social protection

Fair Treatment - comparative tables

Equal Remuneration

Region	Equal Remuneration for Work of Equal Value	Equal pay for equal, same or similar work	General prohibition of discrimination in wage matters	No Provision	Covered Countries
Africa	Algeria, Angola, Benin, Burkina Faso, Burundi, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Morocco, Namibia, Niger, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Cameroon, Central African Republic, Eswatini, Mauritania, Mozambique	Cabo Verde, Ethiopia, Tunisia	Botswana, Egypt, Nigeria, Sudan	45
Americas	Argentina, Bolivia, Canada, Colombia, Costa Rica, Ecuador, Guatemala, Haiti, Honduras, Paraguay, Peru, United States of America	Brazil, Chile, Cuba, El Salvador, Mexico, Nicaragua, Venezuela			19
Asia	Azerbaijan, Bahrain, Bangladesh, Iran, Iraq, Israel, Jordan, Kazakhstan, Mongolia, Nepal, Philippines, Republic of Korea, Saudi Arabia, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam	Afghanistan, Cambodia, China, India, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Qatar, Yemen	Japan, Lebanon, Myanmar	Indonesia, Malaysia, Oman, Pakistan, Singapore, Sri Lanka	38
Europe	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, United Kingdom	Ukraine			40
Oceania	Australia, New Zealand	Papua New Guinea			3
Total Countries	105	24	6	10	145

Sexual Harassment in Employment

Region	Prohibition of Sexual Harassment with criminal penalties	Prohibition of Sexual Harassment with civil remedies	Prohibition of Sexual Harassment with both criminal penalties and civil remedies	General Prohibition	No Prohibition	Covered Countries
Africa	Algeria, Angola, Benin, Cameroon, Central African Republic, Chad, Congo, Egypt, Gabon, Kenya, Malawi, Niger, Nigeria, Senegal, Tunisia	Ghana, Namibia, South Africa, Zimbabwe	Burkina Faso, Burundi, Cabo Verde, Côte D'Ivoire, Democratic Republic of the Congo, Ethiopia, Guinea, Madagascar, Morocco, Mozambique, Rwanda, Sierra Leone, South Sudan, Togo, Uganda, United Republic of Tanzania, Zambia	Gambia, Lesotho, Liberia, Libya	Botswana, Eswatini, Mali, Mauritania, Sudan	45
Americas	Bolivia, Cuba, El Salvador, Haiti, Nicaragua	United Sates of America	Brazil, Canada, Colombia, Costa Rica, Ecuador, Honduras, Mexico, Paraguay, Peru, Venezuela	Argentina, Chile	Guatemala	19
Asia	Afghanistan, Bahrain, Cambodia, Iraq, Jordan, Saudi Arabia, Thailand, United Arab Emirates	Azerbaijan, Kyrgyz Republic, Lao People's Democratic Republic, Malaysia, Mongolia	China, India, Indonesia, Israel, Lebanon, Nepal, Pakistan, Philippines, Republic of Korea, Singapore, Sri Lanka, Taiwan , Viet Nam	Bangladesh, Japan, Kuwait, Oman, Qatar, Uzbekistan, Yemen	Iran, Kazakhstan, Myanmar, Syria, Tajikistan	38
Europe	Bulgaria, Hungary, Moldova, Netherlands	Austria, Czechia, Estonia, Georgia, Germany, Italy, Latvia, Luxembourg, Norway, Poland, Portugal, Serbia, Slovakia, Sweden, United Kingdom	Albania, Belgium, Bosnia and Herzegovina, Croatia, Cyprus, Denmark, Finland, France, Greece, Ireland, Lithuania, Malta, Montenegro, North Macedonia, Romania, Slovenia, Spain, Türkiye, Ukraine	Russian Federation	Belarus	40
Oceania		Australia, New Zealand			Papua New Guinea	3
Total Countries	32	27	59	14	13	145

Discrimination in Employment

Region	Prohibition on Discrimination	No Prohibition	Covered Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Central African Republic, Côte D'Ivoire, Democratic Republic of the Congo, Eswatini, Ethiopia, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mauritania, Morocco, Mozambique, Namibia, Niger, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Algeria, Cameroon, Chad, Congo, Egypt, Gabon, Libya, Mali, Nigeria, Sudan	45
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela	Cuba, Haiti, Guatemala	19
Asia	Azerbaijan, Cambodia, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kyrgyz Republic, Mongolia, Syria, Taiwan , Tajikistan, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	Afghanistan, Bahrain, Bangladesh, China, India, Kuwait, Lao People's Democratic Republic, Lebanon, Malaysia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Singapore, Sri Lanka, Thailand	38
Europe	Albania, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom	Austria	40
Oceania	Australia, New Zealand	Papua New Guinea	3
Total Countries	110	35	145

Access to same Jobs as Men

Region	Prohibition to engage in similar jobs	No Restriction	Covered Countries
Africa	Algeria, Angola, Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Ghana, Guinea, Lesotho, Libya, Madagascar, Mali, Mauritania, Morocco, Mozambique, Niger, Nigeria, Senegal, Sudan, Tunisia	Botswana, Cabo Verde, Côte D'Ivoire, Gabon, Gambia, Kenya, Liberia, Malawi, Namibia, Rwanda, Sierra Leone, South Africa, South Sudan, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	45
Americas	Argentina, Colombia, Guatemala, Honduras	Bolivia, Brazil, Canada, Chile, Costa Rica, Cuba, Ecuador, El Salvador, Haiti, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela	19
Asia	Afghanistan, Bangladesh, China, India, Iran, Iraq, Israel, Japan, Kuwait, Kyrgyz Republic, Lebanon, Myanmar, Oman, Pakistan, Qatar, Republic of Korea, Sri Lanka, Syria, Tajikistan, Thailand, Yemen	Azerbaijan, Bahrain, Cambodia, Indonesia, Jordan, Kazakhstan, Lao People's Democratic Republic, Malaysia, Mongolia, Nepal, Philippines, Saudi Arabia, Singapore, Taiwan , United Arab Emirates, Uzbekistan, Viet Nam	38
Europe	Belarus, Bosnia and Herzegovina, Cyprus, Russian Federation, Slovenia, Türkiye, Ukraine	Albania, Austria, Belgium, Bulgaria, Croatia, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Spain, Sweden, United Kingdom	40
Oceania	Papua New Guinea	Australia, New Zealand	3
Total Countries	60	85	145

Basic Social Protection for Gig Workers

Region	Compulsory Coverage	Conditional Coverage	Mixed Coverage	Special Systems	Voluntary Coverage	Universal Coverage (Residents)	Excluded	Covered Countries
Africa	Angola, Cabo Verde, Côte D'Ivoire, Libya, Mozambique, Sudan, Togo, Tunisia	Algeria, South Africa	Kenya	Egypt, Gabon, South Sudan	Burkina Faso, Cameroon, Central African Republic, Congo, Democratic Republic of the Congo, Ethiopia, Gambia, Ghana, Liberia, Malawi, Mali, Namibia, Rwanda, Sierra Leone, Uganda, United Republic of Tanzania, Zambia	Botswana	Benin, Burundi, Chad, Eswatini, Guinea, Lesotho, Madagascar, Mauritania, Morocco, Niger, Nigeria, Senegal, Zimbabwe	45
Americas	Argentina, Brazil, Ecuador	Canada, Chile, United States of America		Cuba	Bolivia, Costa Rica, El Salvador, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, Venezuela		Colombia, Guatemala	19
Asia	Azerbaijan, China, Iran, Japan, Kazakhstan, Kuwait, Oman, Philippines, Republic of Korea, Tajikistan, Thailand	Kyrgyz Republic, Taiwan	Singapore	Mongolia, Nepal	Bahrain, Bangladesh, Cambodia, Indonesia, Jordan, Lao People's Democratic Republic, Malaysia, Myanmar, Qatar, Saudi Arabia, Sri Lanka, Syria, United Arab Emirates, Uzbekistan, Viet Nam	Israel	Afghanistan, India, Iraq, Lebanon, Pakistan, Yemen	38
Europe	Albania, Austria, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Estonia, France, Greece, Hungary, Italy, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Russian Federation, Serbia, Slovenia, Ukraine	Ireland, Portugal, Romania, Sweden, United Kingdom	Latvia, Norway, Slovakia	Belgium, Finland, Germany, Spain	Denmark, Georgia, Poland, Türkiye			40
Oceania					Australia, Papua New Guinea	New Zealand		3
Total Countries	46	12	5	10	48	3	21	145

Fair Treatment - country score snapshot

197

Represents a score of 1

Represents a score of 0

Country	Region	Equal Pay for Equal Value	Prohibition on Sexual Harassment	Prohibition on Discrimination	Access to Similar Jobs	Rights for Gig Workers
Afghanistan	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Albania	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Algeria	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Angola	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Argentina	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Australia	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Austria	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Azerbaijan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bahrain	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bangladesh	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Belarus	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Belgium	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Benin	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bolivia	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bosnia and Herzegovina	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Botswana	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Brazil	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Bulgaria	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Burkina Faso	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Burundi	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cabo Verde	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cambodia	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cameroon	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Canada	North America	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Central African Republic	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Chad	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Chile	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

Represents a score of 1

Represents a score of 0

Country	Region	Equal Pay for Equal Value	Prohibition on Sexual Harassment	Prohibition on Discrimination	Access to Similar Jobs	Rights for Gig Workers
China	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Colombia	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Congo	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Costa Rica	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Côte D'Ivoire	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Croatia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cuba	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Cyprus	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Czechia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
D.R Congo	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Denmark	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ecuador	South America	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Egypt	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
El Salvador	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Estonia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Eswatini	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ethiopia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Finland	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
France	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Gabon	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Gambia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Georgia	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Germany	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ghana	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Greece	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Guatemala	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Guinea	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

Represents a score of 1

Represents a score of 0

Country	Region	Equal Pay for Equal Value	Prohibition on Sexual Harassment	Prohibition on Discrimination	Access to Similar Jobs	Rights for Gig Workers
Haiti	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Honduras	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Hungary	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
India	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Indonesia	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Iran	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Iraq	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ireland	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Israel	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Italy	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Japan	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Jordan	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Kazakhstan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Kenya	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Kuwait	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Kyrgyzstan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Lao PDR	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Latvia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Lebanon	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Lesotho	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Liberia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Libya	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Lithuania	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Luxembourg	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Madagascar	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Malawi	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Malaysia	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

Fair Treatment - country score snapshot

200

Represents a score of 1

Represents a score of 0

Country	Region	Equal Pay for Equal Value	Prohibition on Sexual Harassment	Prohibition on Discrimination	Access to Similar Jobs	Rights for Gig Workers
Mali	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Malta	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mauritania	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mexico	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Moldova	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mongolia	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Montenegro	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Morocco	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Mozambique	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Myanmar	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Namibia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nepal	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Netherlands	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
New Zealand	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nicaragua	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Niger	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Nigeria	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
North Macedonia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Norway	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Oman	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Pakistan	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Papua New Guinea	Oceania	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Paraguay	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Peru	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Philippines	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Poland	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Portugal	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

Represents a score of 1

Represents a score of 0

Country	Region	Equal Pay for Equal Value	Prohibition on Sexual Harassment	Prohibition on Discrimination	Access to Similar Jobs	Rights for Gig Workers
Qatar	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Republic of Korea	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Romania	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Russian Federation	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Rwanda	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Saudi Arabia	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Senegal	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Serbia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Sierra Leone	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Singapore	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Slovakia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Slovenia	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
South Africa	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
South Sudan	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Spain	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Sri Lanka	South Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Sudan	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Sweden	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Syria	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Taiwan	East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Tajikistan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Thailand	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Togo	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Tunisia	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Türkiye	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Uganda	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ukraine	Eastern Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

Represents a score of 1

Represents a score of 0

Country	Region	Equal Pay for Equal Value	Prohibition on Sexual Harassment	Prohibition on Discrimination	Access to Similar Jobs	Rights for Gig Workers
United Arab Emirates	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
United Kingdom	Western Europe	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
United Republic of Tanzania	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
United States of America	North America	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Uzbekistan	Caucasus and Central Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Venezuela	Latin America and the Caribbean	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Viet Nam	South East Asia	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Yemen	Middle East and North Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Zambia	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Zimbabwe	Sub-Saharan Africa	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>



Child and Forced Labour

The Child and Forced Labour indicator measures legislation regulating the employment of children and linking this employment to their compulsory education.

The indicator also measures whether legislation prohibits forced labour.

Linkage with SDGs



- 1.a.2 government spending on education
- 4.1 free, equitable and quality primary and secondary education (compulsory education)
- 8.5** full and productive employment and decent work for all
- 8.b.1 national strategy for youth employment
- 8.7** eradicate forced labour, end modern slavery and human trafficking prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
- 8.8** protect labour rights and promote safe and secure working environments for all workers
- 16.2.2 victims of human trafficking by sex, age, and type of exploitation

LABOUR RIGHTS INDEX 2024



9.1 Employment Age

Does the law prohibit the employment of children?

International Regulatory Standard

- Minimum Age Convention, 1973 (No. 138)
- Convention on the Rights of the Child (CRC)

Article 2 of the ILO's Minimum Age Convention, 1973 (No. 138) states that a minimum age for admission to employment or work shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.

However, a ratifying Member whose economy and educational facility are insufficiently developed may, after consultation with the organisations of employers and workers concerned, initially specify a minimum age of 14 years.*

Article 32(2) of the UN's Convention on the Rights of the Child, 1989 can be applied here as well. It states that the States Parties shall take legislative, administrative, social and educational measures to ensure the implementation of a minimum age or minimum age for admission to employment; provide for appropriate regulation of the hours and conditions of employment; and provide for appropriate penalties or other sanctions to ensure the effective enforcement of the present article.

* <https://data.worldbank.org/country>

Scoring Methodology

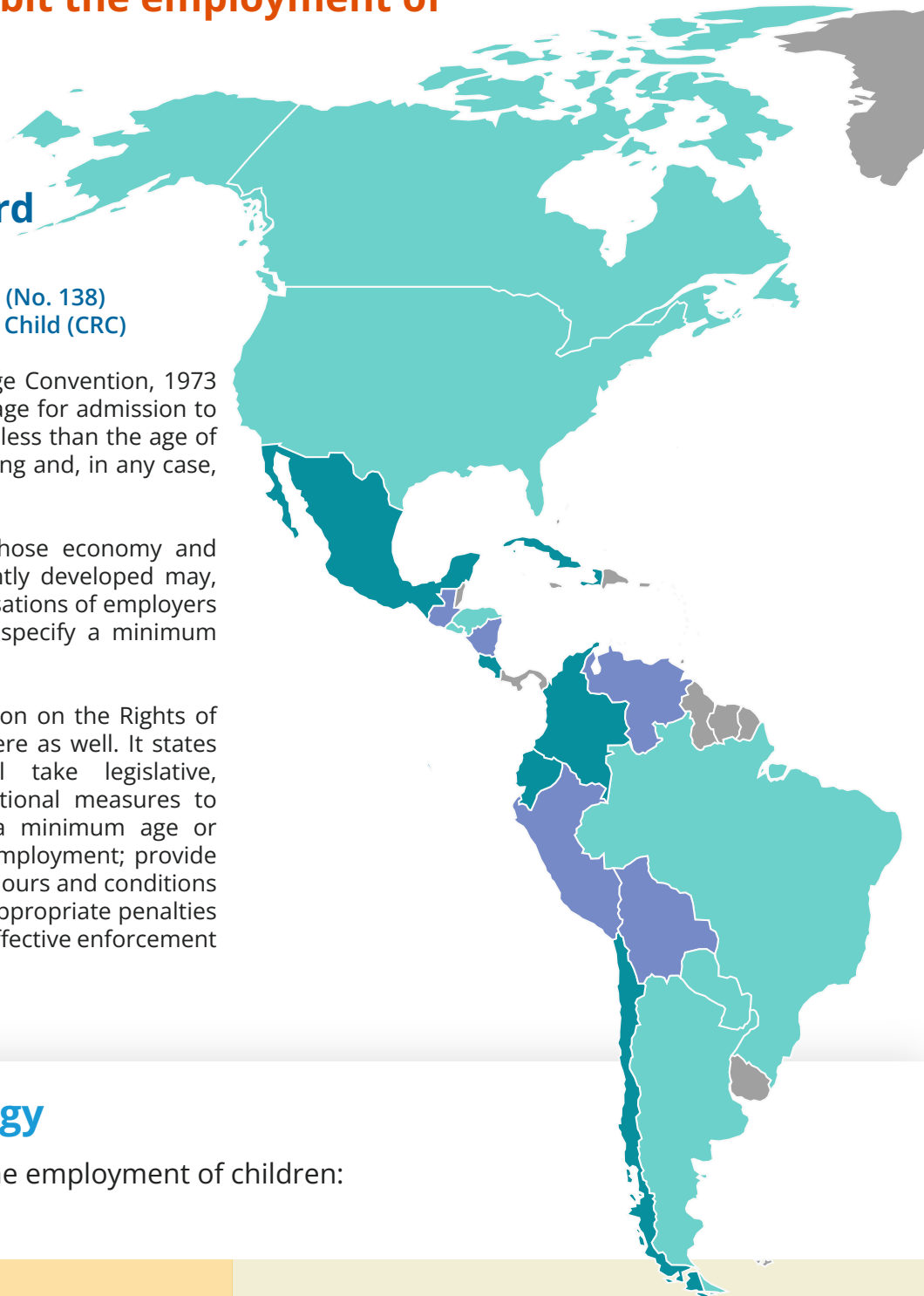
Whether the law prohibits the employment of children:

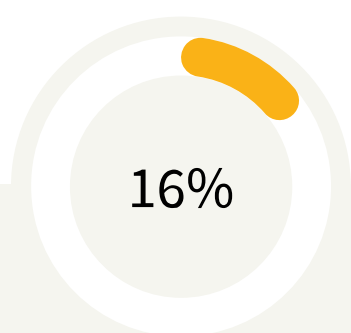
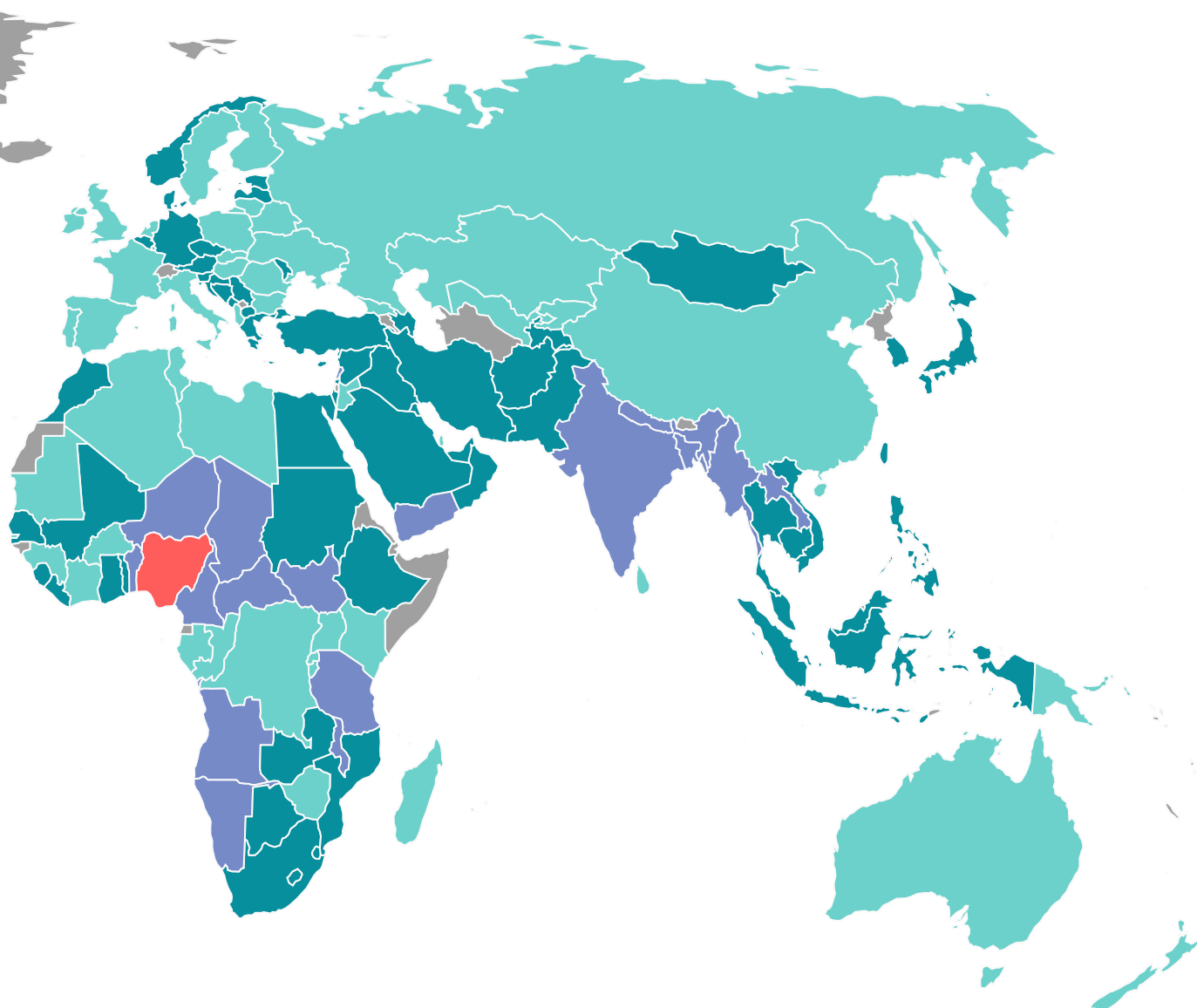
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The legislation prohibits the employment of children under the age of 15 years (14 years in the case of developing countries).

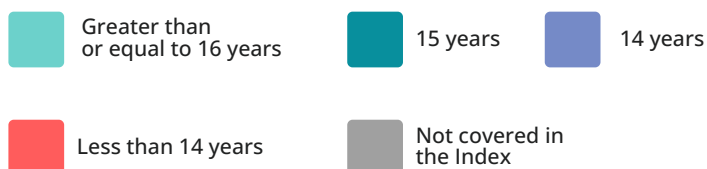
0

The employment entry age is lower than 15 years (14 years in the case of developing countries).





16% of the assessed 145 countries still set the minimum age for employment at 14 years or lower.



56

countries set the minimum age for full-time employment as 16 years or higher

66

countries set the minimum age for full-time employment as 15 years

22

countries have set the minimum age for full-time employment as 14 years

1

country allows children under 14 to start full-time employment

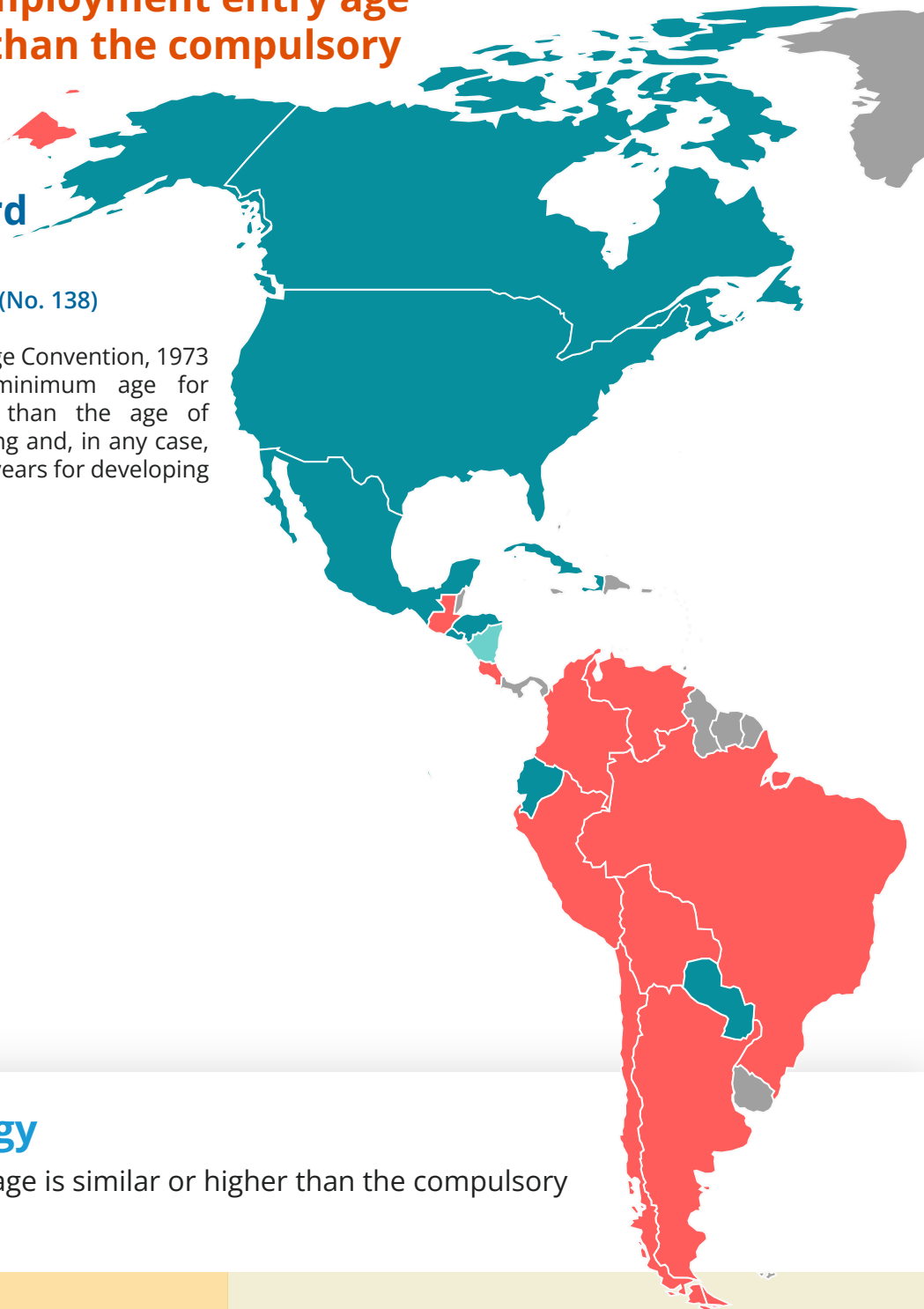
9.2 Compulsory Schooling Age

Does the law set employment entry age equal to or higher than the compulsory schooling age?

International Regulatory Standard

- Minimum Age Convention, 1973 (No. 138)

Article 2(3) of the ILO's Minimum Age Convention, 1973 (No. 138) specifies that the minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years (14 years for developing countries).



Scoring Methodology

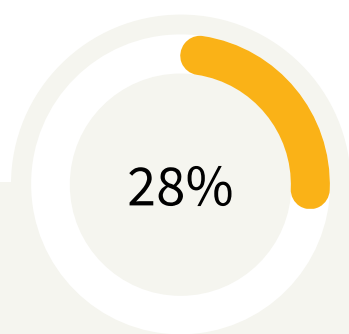
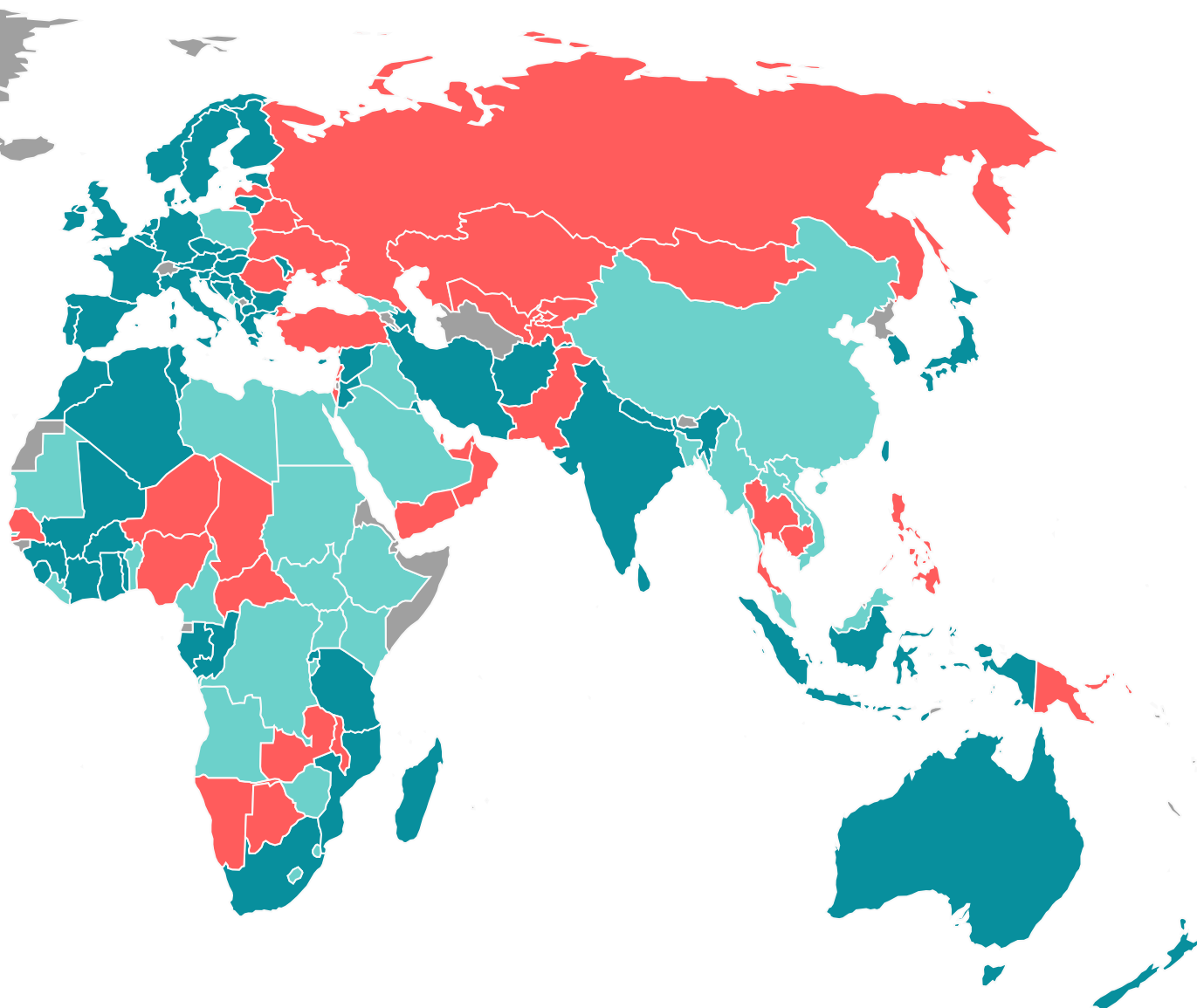
Whether employment entry age is similar or higher than the compulsory education age:

1

The legislation sets the employment entry age equal to or higher than the compulsory education age.

0

The employment entry age is lower than the compulsory education age or if the compulsory schooling age is not defined under the law.



28% of the assessed 145 countries still set the employment entry age lower than the compulsory education age.

Employment Age greater than Compulsory education age

Employment Age less than Compulsory education age

Employment Age equals to Compulsory education age

Not covered in the Index

30

countries set the employment entry age higher than the compulsory education age

75

countries allow children to start employment on completion of compulsory education

40

countries permit children to start employment before completion of compulsory education

9.3 Age for Hazardous Work

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

International Regulatory Standard

- Minimum Age Convention 1973 (No. 138)
- Convention on the Rights of Child (CRC)

Article 3 of the ILO's Minimum Age Convention 1973 (No. 138) stipulates that the minimum age for admission to any type of employment or work which, by its nature, or the circumstances in which it is carried out, is likely to jeopardise the health, safety or morals of young persons shall not be less than 18 years. The types of employment or work shall be determined by national laws or regulations or by the competent authority, after consultation with the organisations of employers and workers concerned, where such exist. National laws or regulations or the competent authority may authorise employment or work from the age of 16 years on the condition that the health, safety and morals of the young persons concerned are fully protected and that the young persons have received adequate specific instruction or vocational training in the relevant branch of activity.

Furthermore, Article 32(1) of the UN's Convention on the Rights of Child states that there should be recognition of the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

Scoring Methodology

Whether the law prohibits the employment of young persons in hazardous work:

1

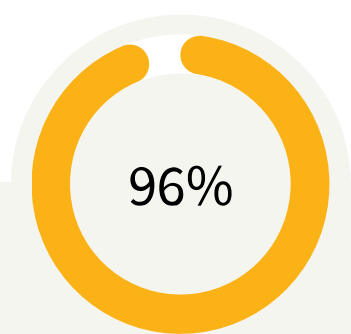
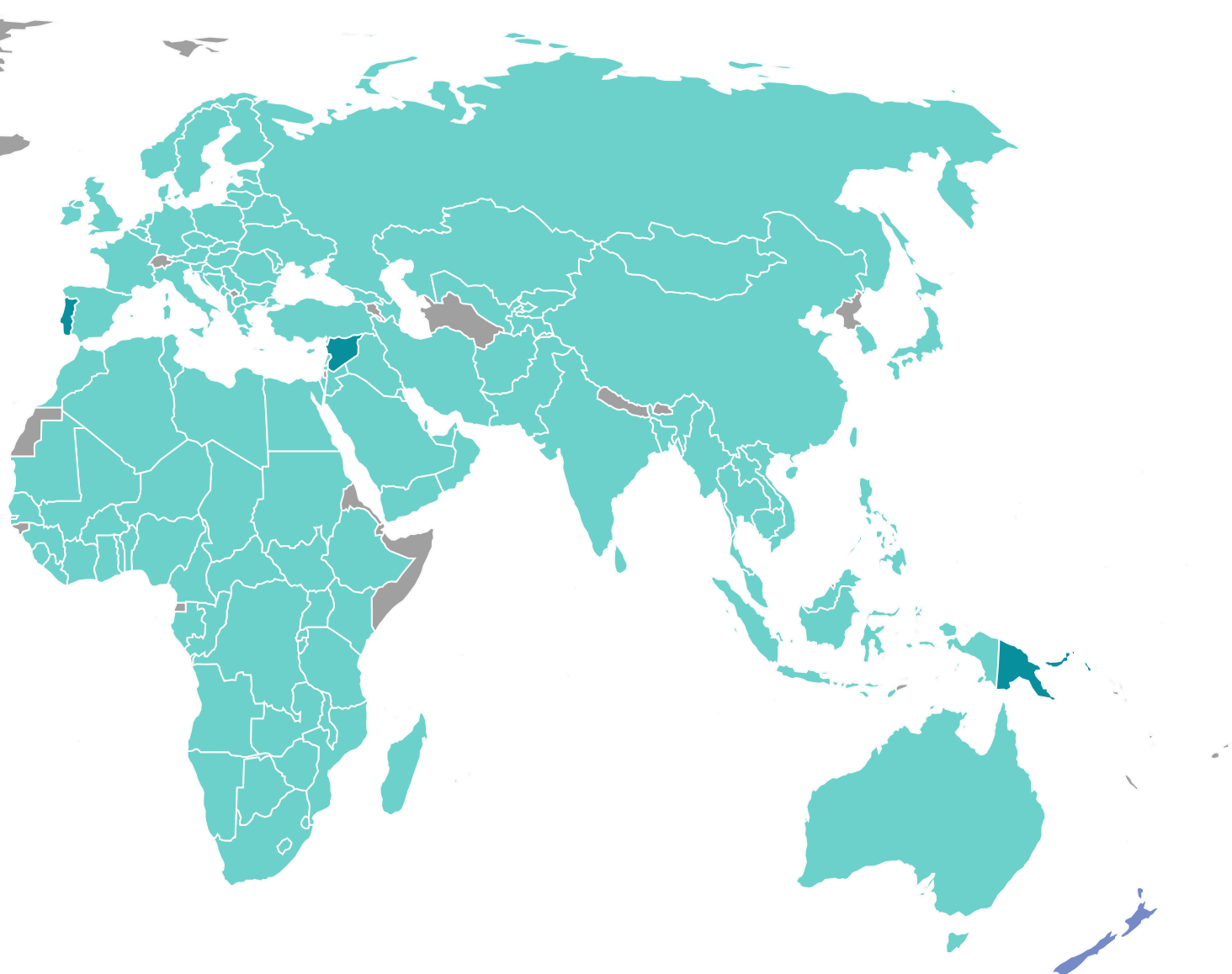
The legislation prohibits the employment of young persons under the age of 18 years in hazardous work.*

0

The employment entry age for hazardous work is lower than 18 years or is not specified under the law.

**Work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise the health, safety or morals of a young person.*





96% of the assessed 145 countries set the minimum age for hazardous work at 18, making it a global standard.



139
countries restrict those under 18 in hazardous work

4
countries permit workers of 16 years in hazardous work

1
country sets the minimum age for hazardous work even lower than 16 years

1
country set the minimum age for employment in hazardous work at 17 years

9.4 Forced Labour

Does the law prohibit forced labour?

International Regulatory Standard

- Forced Labour Convention, 1930 (No. 29)
- Protocol of 2014 to the Forced Labour Convention, 1930
- International Covenant on Civil and Political Rights (ICCPR)

Article 2 of the ILO's Forced Labour Convention, 1930 (No. 29) specifies that forced or compulsory labour means all work or service (with some exceptions) which is exacted from any person under the menace of any penalty and for which the said person has not offered himself Voluntarily.

Protocol of 2014 to the ILO's Forced Labour Convention, 1930 focuses on taking effective measures to prevent and eliminate the use of forced or compulsory labour, to provide protection to victims and access to appropriate and effective remedies, such as compensation, and sanction the perpetrators of forced or compulsory labour. It also refers to specific action against trafficking in persons for the purposes of forced or compulsory labour.

Article 8 of the UN's International Covenant on Civil and Political Rights, 1954 states that no one shall be held in slavery or servitude; slavery and the slave trade in all their forms shall be prohibited, and no one shall be required to perform forced or compulsory labour.

Scoring Methodology

Whether the law prohibits forced labour:

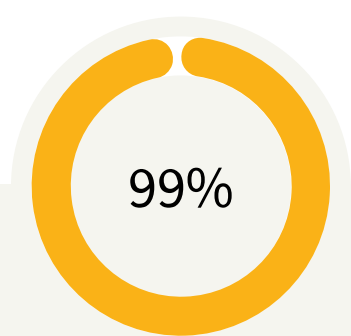
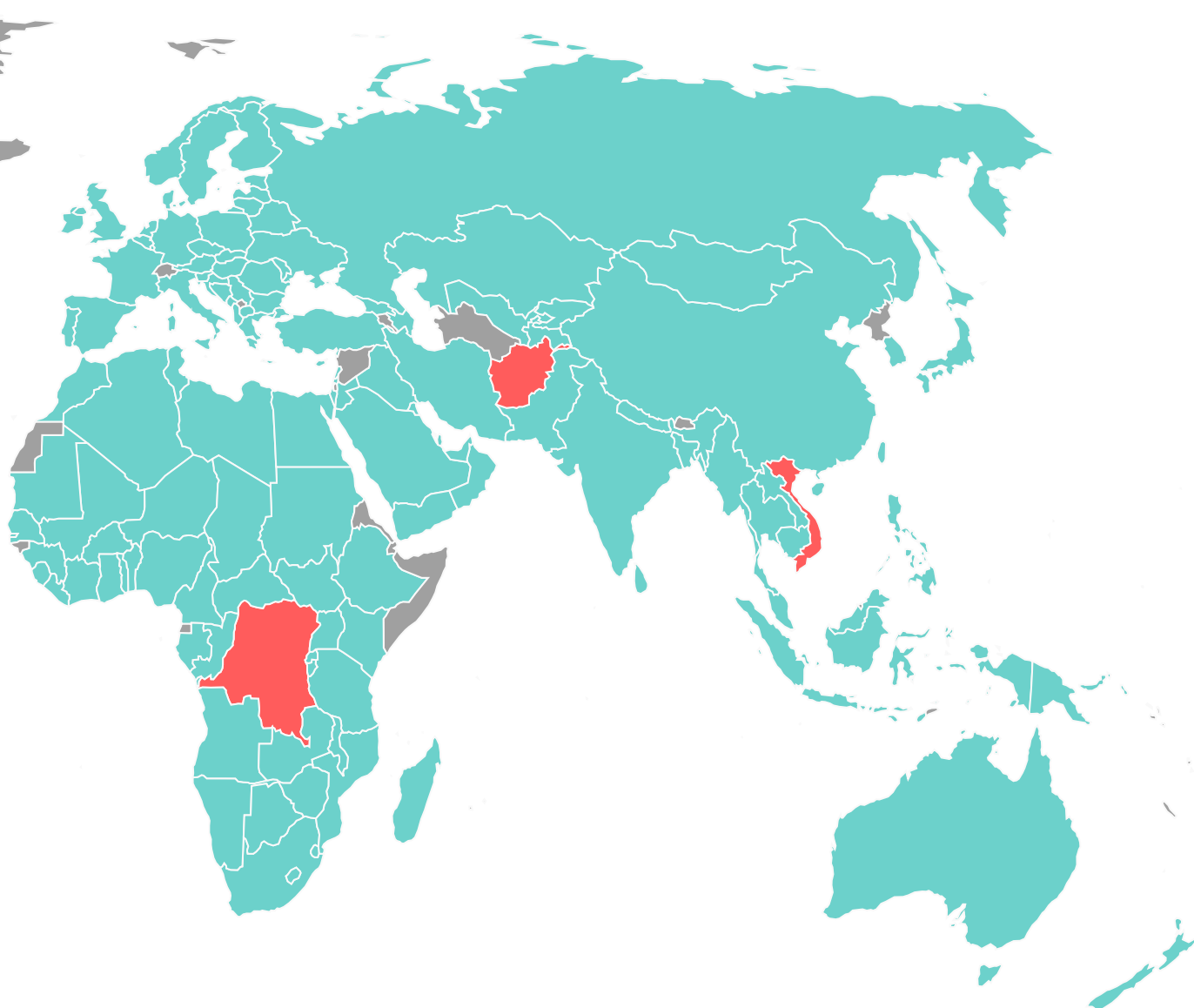
1

The legislation prohibits forced labour except in certain extraordinary circumstances.

0

The law does not prohibit forced labour or has only a general prohibition without any sanctions (monetary fines and/or term of imprisonment).





99% of the assessed 145 countries prohibit forced labour and impose penal sanctions on perpetrators.

Prohibition of
Forced Labour (with sanctions)

Not covered in
the Index

General Prohibition

144

countries prohibit
forced labour with
sanctions, including
monetary fines and
imprisonment

1

country has a general
prohibition against
forced labour

Employment Age of Children

Region	< 14 years	14 years	15 years	≥ 16 years	Covered Countries
Africa	Nigeria	Angola, Benin, Cameroon, Central African Republic, Chad, Malawi, Namibia, Niger, South Sudan, United Republic of Tanzania	Botswana, Cabo Verde, Egypt, Eswatini, Ethiopia, Ghana, Lesotho, Liberia, Mali, Morocco, Mozambique, Senegal, Sierra Leone, South Africa, Sudan, Togo, Zambia	Algeria, Burkina Faso, Burundi, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Gabon, Gambia, Guinea, Kenya, Libya, Madagascar, Mauritania, Rwanda, Tunisia, Uganda, Zimbabwe	45
Americas		Bolivia, Guatemala, Nicaragua, Peru, Venezuela	Chile, Colombia, Costa Rica, Cuba, Ecuador, Haiti, Mexico	Argentina, Brazil, Canada, El Salvador, Honduras, Paraguay, United States of America	19
Asia		Bangladesh, India, Lao People's Democratic Republic, Lebanon, Myanmar, Nepal, Yemen	Afghanistan, Azerbaijan, Bahrain, Cambodia, Indonesia, Iran, Iraq, Israel, Japan, Kuwait, Malaysia, Mongolia, Oman, Pakistan, Philippines, Republic of Korea, Saudi Arabia, Singapore, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Viet Nam	China, Jordan, Kazakhstan, Kyrgyz Republic, Qatar, Sri Lanka, Uzbekistan	38
Europe			Austria, Belgium, Bosnia and Herzegovina, Croatia, Cyprus, Czechia, Denmark, Estonia, Germany, Greece, Latvia, Moldova, Montenegro, North Macedonia, Norway, Serbia, Slovenia, Türkiye	Albania, Belarus, Bulgaria, Finland, France, Georgia, Hungary, Ireland, Italy, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Russian Federation, Slovakia, Spain, Sweden, Ukraine, United Kingdom	40
Oceania				Australia, New Zealand, Papua New Guinea	3
Total Countries	1	22	66	56	145

Employment Age of Children

Region	Employment Age < Compulsory Education Age	Employment Age = Compulsory Education Age	Employment Age > Compulsory Education Age	Covered Countries
Africa	Botswana, Central African Republic, Chad, Malawi, Namibia, Niger, Nigeria, Senegal, Zambia	Algeria, Burkina Faso, Congo, Côte D'Ivoire, Gabon, Ghana, Guinea, Madagascar, Mali, Morocco, Mozambique, Rwanda, Sierra Leone, South Africa, Togo, Tunisia, United Republic of Tanzania, Zimbabwe	Angola, Benin, Burundi, Cabo Verde, Cameroon, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gambia, Kenya, Lesotho, Liberia, Libya, Mauritania, South Sudan, Sudan, Uganda	45
Americas	Brazil, Chile, Colombia, Costa Rica, Guatemala, Peru, Venezuela	Canada, Cuba, Ecuador, El Salvador, Haiti, Honduras, Mexico, Paraguay, United States of America	Nicaragua	19
Asia	Cambodia, Israel, Kazakhstan, Kyrgyz Republic, Lebanon, Mongolia, Oman, Pakistan, Papua New Guinea, Philippines, Qatar, Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Yemen	Afghanistan, Australia, Azerbaijan, Bahrain, India, Indonesia, Iran, Japan, Jordan, Kuwait, Nepal, New Zealand, Republic of Korea, Singapore, Sri Lanka, Syria, Taiwan	Bangladesh, China, Iraq, Lao People's Democratic Republic, Malaysia, Myanmar, Saudi Arabia, Viet Nam	38
Europe	Belarus, Latvia, Romania, Russian Federation, Türkiye, Ukraine	Albania, Australia, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Lithuania, Luxembourg, Malta, Moldova, Netherlands, North Macedonia, Norway, Serbia, Slovakia, Slovenia, Spain, Sweden, United Kingdom	Montenegro, Poland, Georgia	40
Oceania	Papua New Guinea	Australia, New Zealand		3
Total Countries	40	75	30	145

Age for Hazardous Work












































































































Region	< 16 years	16 years	17 year	18 years	No Provision	Covered Countries
Africa				Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe		45
Americas				Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela		19
Asia		Singapore, Syria,	Nepal	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Sri Lanka, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	United Arab Emirates	38
Europe		Portugal		Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania	New Zealand	Papua New Guinea		Australia		3
Total Countries	1	4	1	139		145

Forced Labour

Region	Prohibition of Forced Labour (with sanctions)	General Prohibition	Covered Countries
Africa	Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia, Zimbabwe		45
Americas	Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America, Venezuela		19
Asia	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kazakhstan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Mongolia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Singapore, Sri Lanka, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	Afghanistan	38
Europe	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom		40
Oceania	Papua New Guinea, Australia, New Zealand		3
Total Countries	144	1	145













































































































Child and Forced Labour - country score snapshot ²¹⁴

 Represents a score of 1  Represents a score of 0

Country	Region	Prohibition on Child Labour	Emp. Age ≥ Compulsory Edu. Age	Prohibition on Hazardous Work	Prohibition on Forced Labour
Afghanistan	South Asia				
Albania	Eastern Europe				
Algeria	Middle East and North Africa				
Angola	Sub-Saharan Africa				
Argentina	Latin America and the Caribbean				
Australia	Oceania				
Austria	Western Europe				
Azerbaijan	Caucasus and Central Asia				
Bahrain	Middle East and North Africa				
Bangladesh	South Asia				
Belarus	Eastern Europe				
Belgium	Western Europe				
Benin	Sub-Saharan Africa				
Bolivia	Latin America and the Caribbean				
Bosnia and Herzegovina	Eastern Europe				
Botswana	Sub-Saharan Africa				
Brazil	Latin America and the Caribbean				
Bulgaria	Eastern Europe				
Burkina Faso	Sub-Saharan Africa				
Burundi	Sub-Saharan Africa				
Cabo Verde	Sub-Saharan Africa				
Cambodia	South East Asia				
Cameroon	Sub-Saharan Africa				
Canada	North America				
Central African Republic	Sub-Saharan Africa				
Chad	Sub-Saharan Africa				
Chile	Latin America and the Caribbean				













































































































Child and Forced Labour - country score snapshot ²¹⁵

 Represents a score of 1  Represents a score of 0

Country	Region	Prohibition on Child Labour	Emp. Age ≥ Compulsory Edu. Age	Prohibition on Hazardous Work	Prohibition on Forced Labour
China	East Asia				
Colombia	Latin America and the Caribbean				
Congo	Sub-Saharan Africa				
Costa Rica	Latin America and the Caribbean				
Côte D'Ivoire	Sub-Saharan Africa				
Croatia	Eastern Europe				
Cuba	Latin America and the Caribbean				
Cyprus	Eastern Europe				
Czechia	Eastern Europe				
D.R Congo	Sub-Saharan Africa				
Denmark	Western Europe				
Ecuador	South America				
Egypt	Middle East and North Africa				
El Salvador	Latin America and the Caribbean				
Estonia	Eastern Europe				
Eswatini	Sub-Saharan Africa				
Ethiopia	Sub-Saharan Africa				
Finland	Western Europe				
France	Western Europe				
Gabon	Sub-Saharan Africa				
Gambia	Sub-Saharan Africa				
Georgia	Caucasus and Central Asia				
Germany	Western Europe				
Ghana	Sub-Saharan Africa				
Greece	Eastern Europe				
Guatemala	Latin America and the Caribbean				
Guinea	Sub-Saharan Africa				













































































































Child and Forced Labour - country score snapshot ²¹⁶

 Represents a score of 1  Represents a score of 0

Country	Region	Prohibition on Child Labour	Emp. Age ≥ Compulsory Edu. Age	Prohibition on Hazardous Work	Prohibition on Forced Labour
Haiti	Latin America and the Caribbean				
Honduras	Latin America and the Caribbean				
Hungary	Eastern Europe				
India	South Asia				
Indonesia	South East Asia				
Iran	Middle East and North Africa				
Iraq	Middle East and North Africa				
Ireland	Western Europe				
Israel	Middle East and North Africa				
Italy	Western Europe				
Japan	East Asia				
Jordan	Middle East and North Africa				
Kazakhstan	Caucasus and Central Asia				
Kenya	Sub-Saharan Africa				
Kuwait	Middle East and North Africa				
Kyrgyzstan	Caucasus and Central Asia				
Lao PDR	South East Asia				
Latvia	Eastern Europe				
Lebanon	Middle East and North Africa				
Lesotho	Sub-Saharan Africa				
Liberia	Sub-Saharan Africa				
Libya	Middle East and North Africa				
Lithuania	Eastern Europe				
Luxembourg	Western Europe				
Madagascar	Sub-Saharan Africa				
Malawi	Sub-Saharan Africa				
Malaysia	South East Asia				























































































Child and Forced Labour - country score snapshot ²¹⁷

 Represents a score of 1  Represents a score of 0

Country	Region	Prohibition on Child Labour	Emp. Age ≥ Compulsory Edu. Age	Prohibition on Hazardous Work	Prohibition on Forced Labour
Mali	Sub-Saharan Africa				
Malta	Western Europe				
Mauritania	Sub-Saharan Africa				
Mexico	Latin America and the Caribbean				
Moldova	Eastern Europe				
Mongolia	East Asia				
Montenegro	Eastern Europe				
Morocco	Middle East and North Africa				
Mozambique	Sub-Saharan Africa				
Myanmar	South East Asia				
Namibia	Sub-Saharan Africa				
Nepal	South Asia				
Netherlands	Western Europe				
New Zealand	Oceania				
Nicaragua	Latin America and the Caribbean				
Niger	Sub-Saharan Africa				
Nigeria	Sub-Saharan Africa				
North Macedonia	Eastern Europe				
Norway	Western Europe				
Oman	Middle East and North Africa				
Pakistan	South Asia				
Papua New Guinea	Oceania				
Paraguay	Latin America and the Caribbean				
Peru	Latin America and the Caribbean				
Philippines	South East Asia				
Poland	Eastern Europe				
Portugal	Western Europe				









































Child and Forced Labour - country score snapshot 218

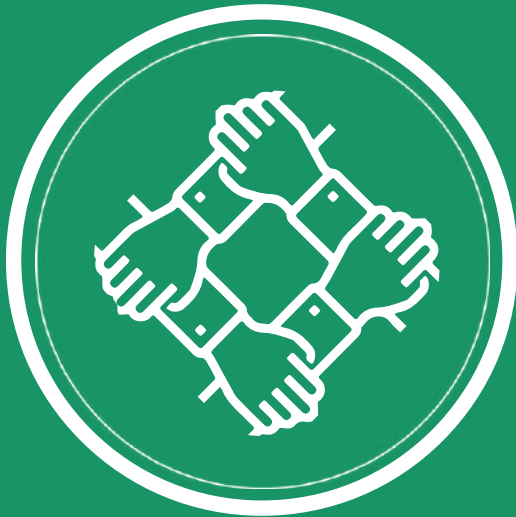
 Represents a score of 1  Represents a score of 0

Country	Region	Prohibition on Child Labour	Emp. Age ≥ Compulsory Edu. Age	Prohibition on Hazardous Work	Prohibition on Forced Labour
Qatar	Middle East and North Africa				
Republic of Korea	East Asia				
Romania	Eastern Europe				
Russian Federation	Eastern Europe				
Rwanda	Sub-Saharan Africa				
Saudi Arabia	Middle East and North Africa				
Senegal	Sub-Saharan Africa				
Serbia	Eastern Europe				
Sierra Leone	Sub-Saharan Africa				
Singapore	South East Asia				
Slovakia	Eastern Europe				
Slovenia	Eastern Europe				
South Africa	Sub-Saharan Africa				
South Sudan	Sub-Saharan Africa				
Spain	Western Europe				
Sri Lanka	South Asia				
Sudan	Sub-Saharan Africa				
Sweden	Western Europe				
Syria	Middle East and North Africa				
Taiwan	East Asia				
Tajikistan	Caucasus and Central Asia				
Thailand	South East Asia				
Togo	Sub-Saharan Africa				
Tunisia	Middle East and North Africa				
Türkiye	Eastern Europe				
Uganda	Sub-Saharan Africa				
Ukraine	Eastern Europe				

Child and Forced Labour - country score snapshot ²¹⁹

 Represents a score of 1  Represents a score of 0

Country	Region	Prohibition on Child Labour	Emp. Age ≥ Compulsory Edu. Age	Prohibition on Hazardous Work	Prohibition on Forced Labour
United Arab Emirates	Middle East and North Africa				
United Kingdom	Western Europe				
United Republic of Tanzania	Sub-Saharan Africa				
United States of America	North America				
Uzbekistan	Caucasus and Central Asia				
Venezuela	Latin America and the Caribbean				
Viet Nam	South East Asia				
Yemen	Middle East and North Africa				
Zambia	Sub-Saharan Africa				
Zimbabwe	Sub-Saharan Africa				



Freedom of Association

The Freedom of Association indicator measures legislation regulating freedom of association, the right to collective bargaining as well as the right to strike.

The indicator also measures whether law prohibits employers from imposing excessive sanctions against workers involved in industrial action.

Linkage with SDGs



- 8.3** support decent job creation and encourage the formalization
- 8.5** full and productive employment and decent work for all
- 8.8** protect labour rights and promote safe and secure working environments for all workers
- 8.8.2** level of national compliance with labour rights (freedom of association and collective bargaining)
- 16.10** protect fundamental freedoms
- 16.10.1** protect fundamental freedoms (verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of trade unionists)

LABOUR RIGHTS INDEX 2024



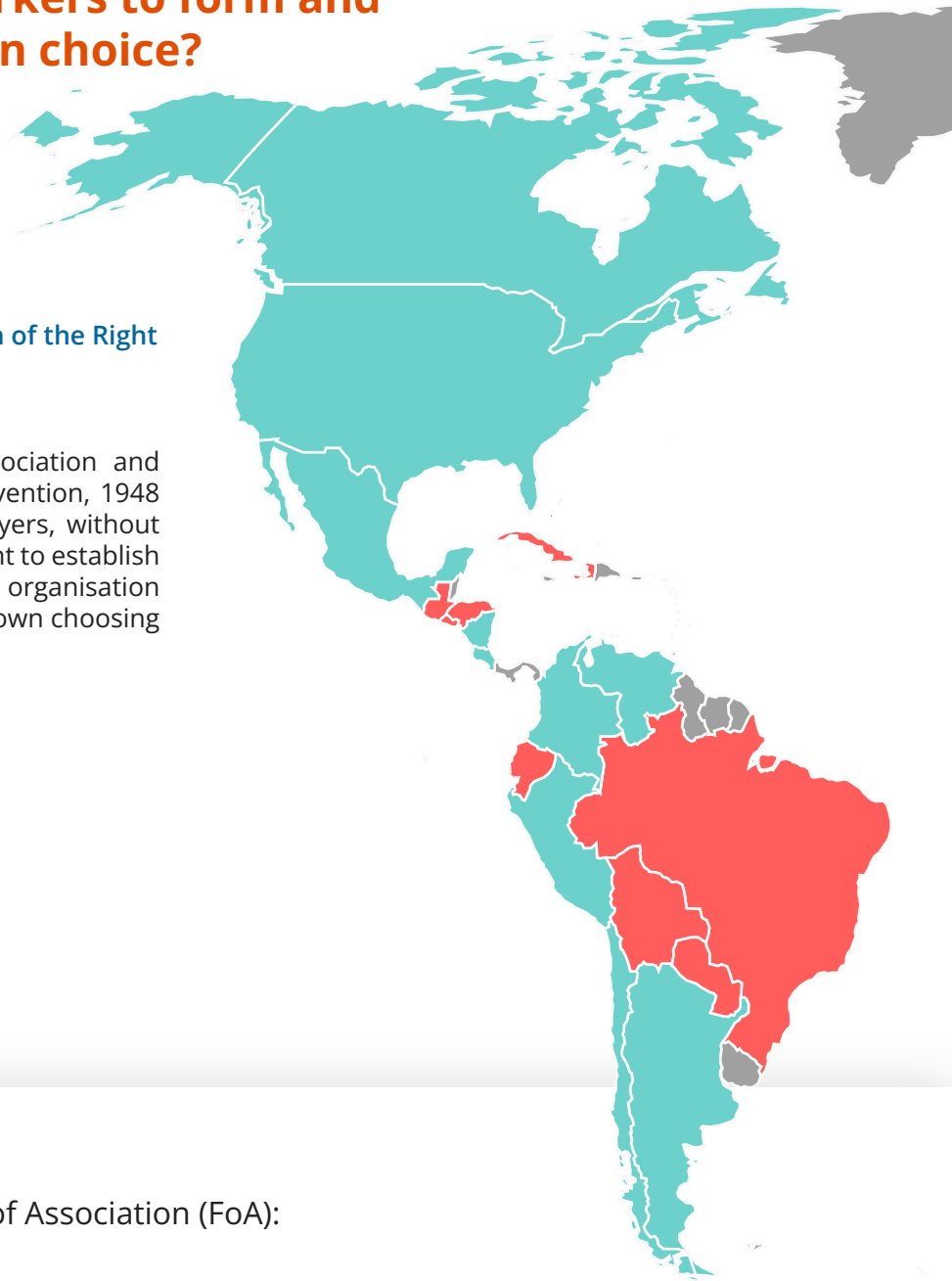
10.1 Freedom of Association

Does the law allow workers to form and join unions of their own choice?

International Regulatory Standard

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Article 2 of the ILO's Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) states that workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.



Scoring Methodology

Whether the law allows Freedom of Association (FoA):

1

The legislation allows workers to form and join organisations of their own choice, except for armed forces and police.

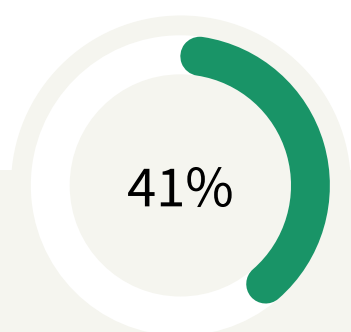
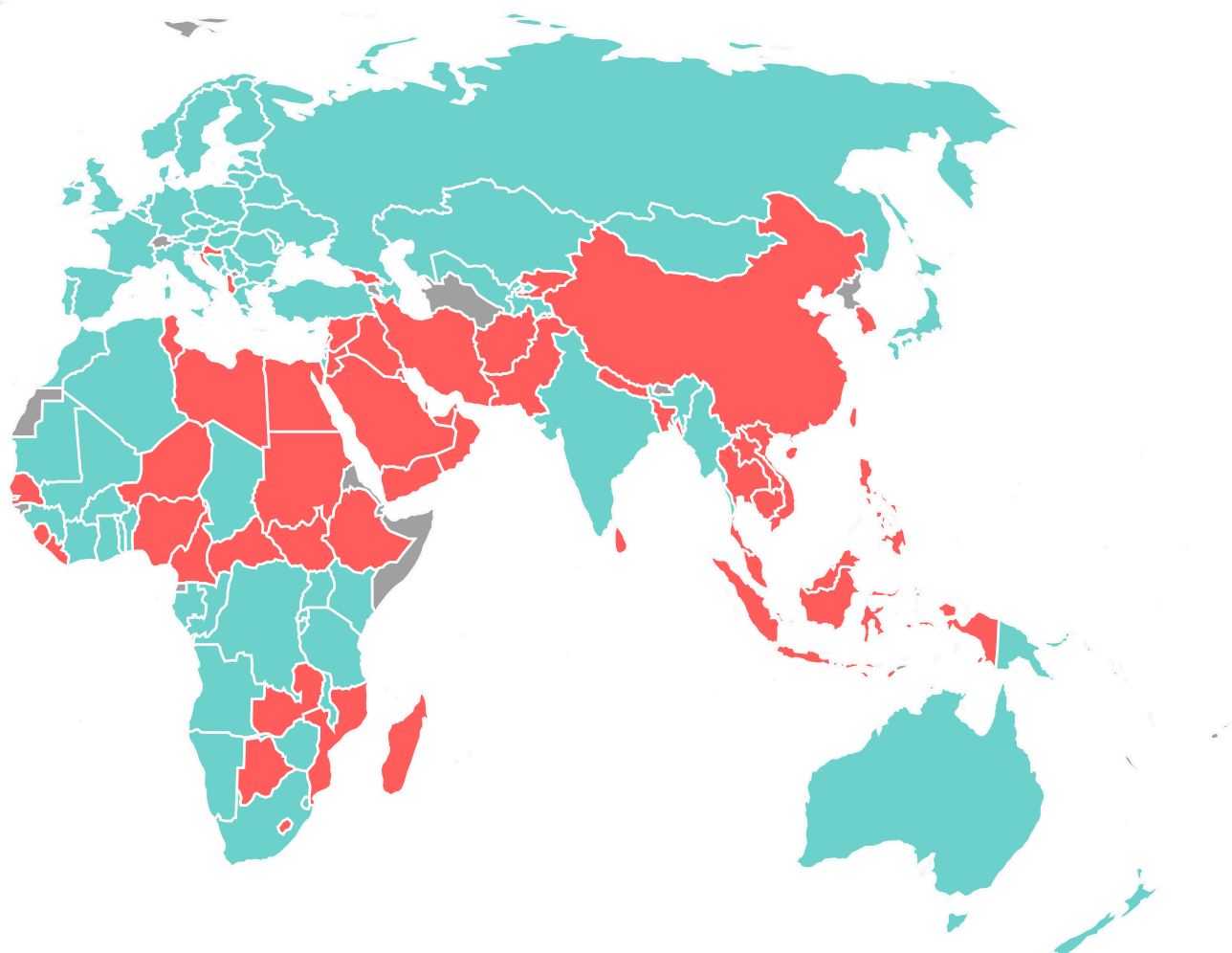
0

There is an explicit general prohibition in law on the right to establish and join organisations, or the law prohibits the establishment of more than one trade union in a single enterprise, or there is a state monopoly through the imposition of a single organisation to which workers and their representative organisations must belong.

Workers are excluded from the right to form and join organisations of their own choice based on exclusionary criteria like race, political opinion, nationality, age or on the grounds of occupational categories (public or private sector) or type of employment (part-time or full-time work; workers are prohibited from joining more than one trade union even if they are engaged in work at different workplaces as part-time workers).

The legislation places excessive requirements on the right to organise in an enterprise by setting a minimum number of workers in an enterprise for registration of a trade union (a minimum of 30 workers in a workplace to allow the establishment of trade unions). Restriction could also take the form of requiring a minimum number of workers to be trade union members (more than 20 members) or setting a high percentage of workers in a workplace to be trade union members (more than 10% of the total workers).*

** These must be considered jointly. The permissible registration requirement for a trade union could be that its members are "at least ten percent (10%) of the total workers employed in the workplace or twenty (20) workers engaged in such workplace, whichever is less."*



Freedom of
Association



Challenges in
access to FoA



Not covered in
the Index

86

countries allow
freedom of association

59

countries restrict
workers from
associating with trade
unions

41% of the 145 assessed countries prevent workers from their right to practice freedom of association.

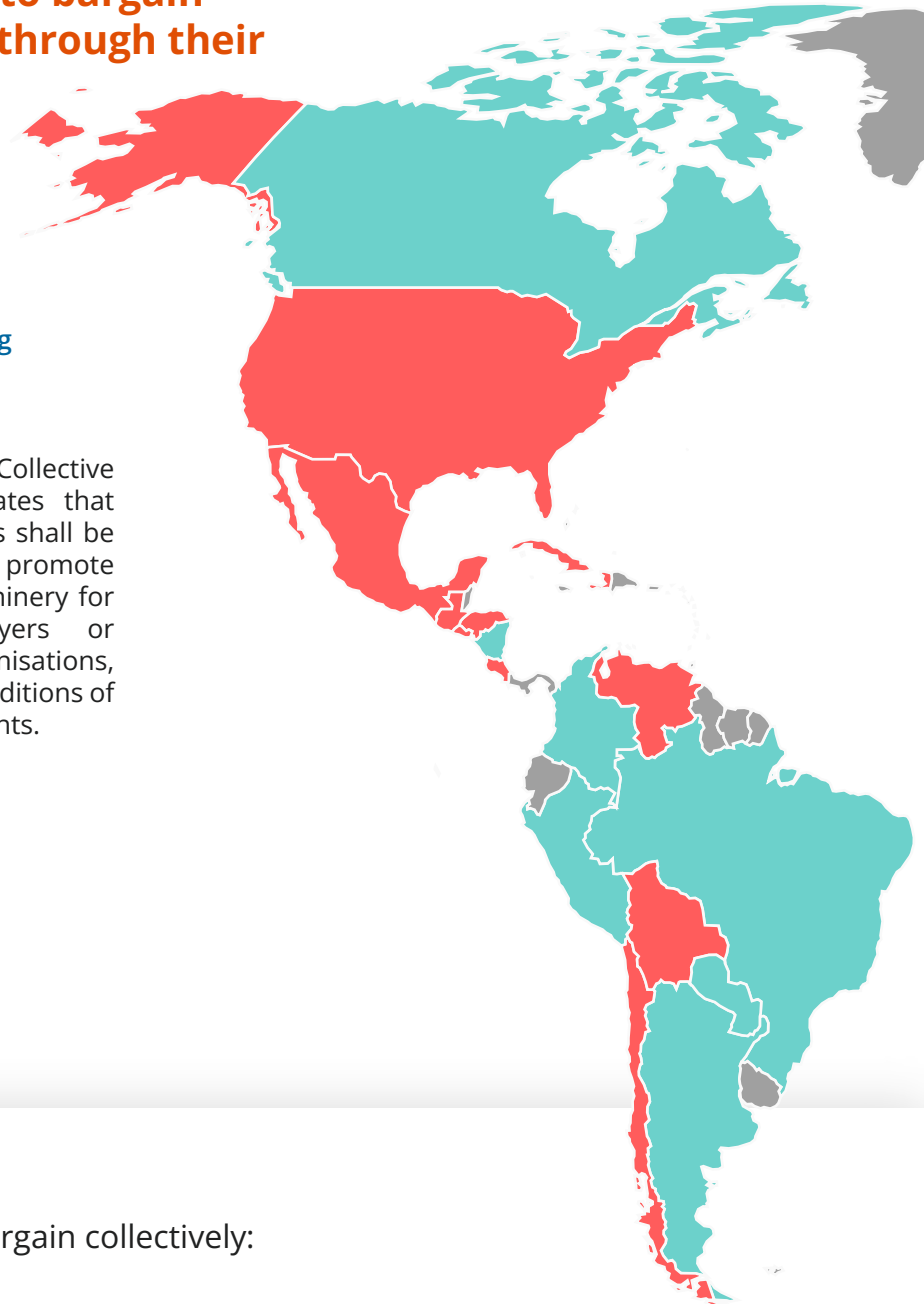
10.2 Collective Bargaining

Does the law allow workers to bargain collectively with employers through their representative unions?

International Regulatory Standard

- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Article 4 of the ILO's Right to Organise and Collective Bargaining Convention, 1949 (No. 98) states that measures appropriate to national conditions shall be taken, where necessary, to encourage and promote the full development and utilisation of machinery for voluntary negotiation between employers or employers' organisations and workers' organisations, with a view to the regulation of terms and conditions of employment by means of collective agreements.



Scoring Methodology

Whether the law allows workers to bargain collectively:

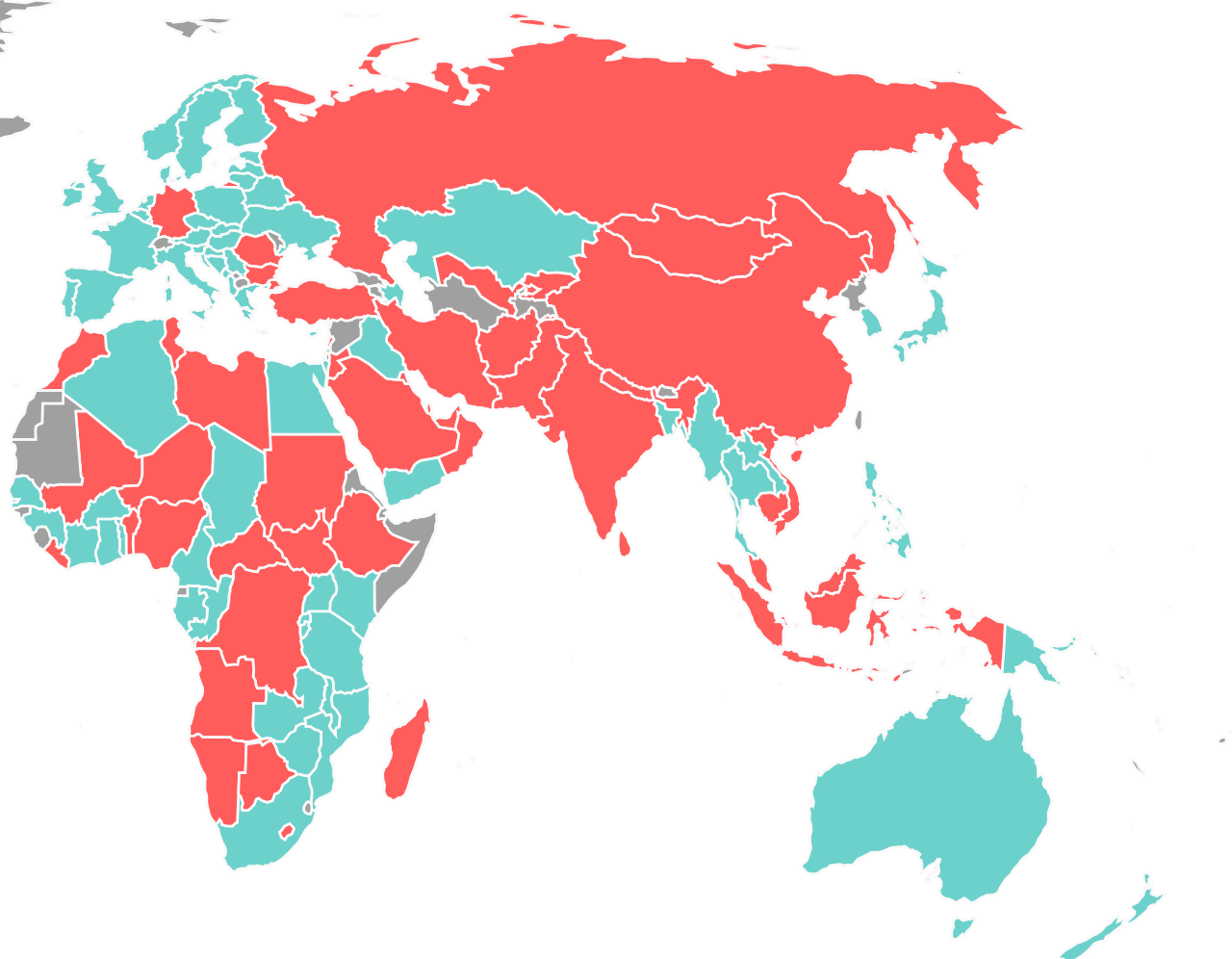
1

The legislation allows workers* and their representative organisations to negotiate and conclude collective agreements with employers to determine terms and conditions of employment

0

There is an explicit general prohibition in the law on the right to collective bargaining. Workers are excluded from the right to bargain collectively based on exclusionary criteria like race, political opinion, nationality or on the grounds of occupational categories (public or private sector) except the public servants engaged in the administration of the state (civil servants employed in government ministries and other comparable bodies). There is an absence of objective, pre-established and precise criteria for determining and recognising trade unions entitled to collective bargaining. There are excessively high representation thresholds (higher than 20%) for trade unions to engage in collective bargaining at the workplace level.

* except armed force, police and public servants engaged in the administration of state



42%

42% of the 145 assessed countries prevent workers from bargaining collectively with their employers about their working conditions.

Access to
Collective bargaining

Challenges in access
to collective bargaining

Not covered in
the Index

84

countries provide
access to collective
bargaining

61

countries place
restrictions on
collective bargaining

10.3 Right to Strike

Does the law provide the right to strike?

International Regulatory Standard

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Article 11 of the ILO's Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) states that each Member of the International Labour Organisation for which this Convention is in force undertakes to take all necessary and appropriate measures to ensure that workers and employers may exercise freely the right to organise.

Para 751 of the Compilation of Decisions of the Committee on Freedom of Association, 2018 shares that while the Committee has always regarded the right to strike as constituting a fundamental right of workers and of their organisations, it has regarded it as such only in so far as it is utilised as a means of defending their economic interests. Para 754 further states that the right to strike is an intrinsic corollary to the right to organise protected by the ILO Convention No. 87.

Scoring Methodology

Whether the law allows the right to strike:

1

The legislation guarantees workers the right to strike.

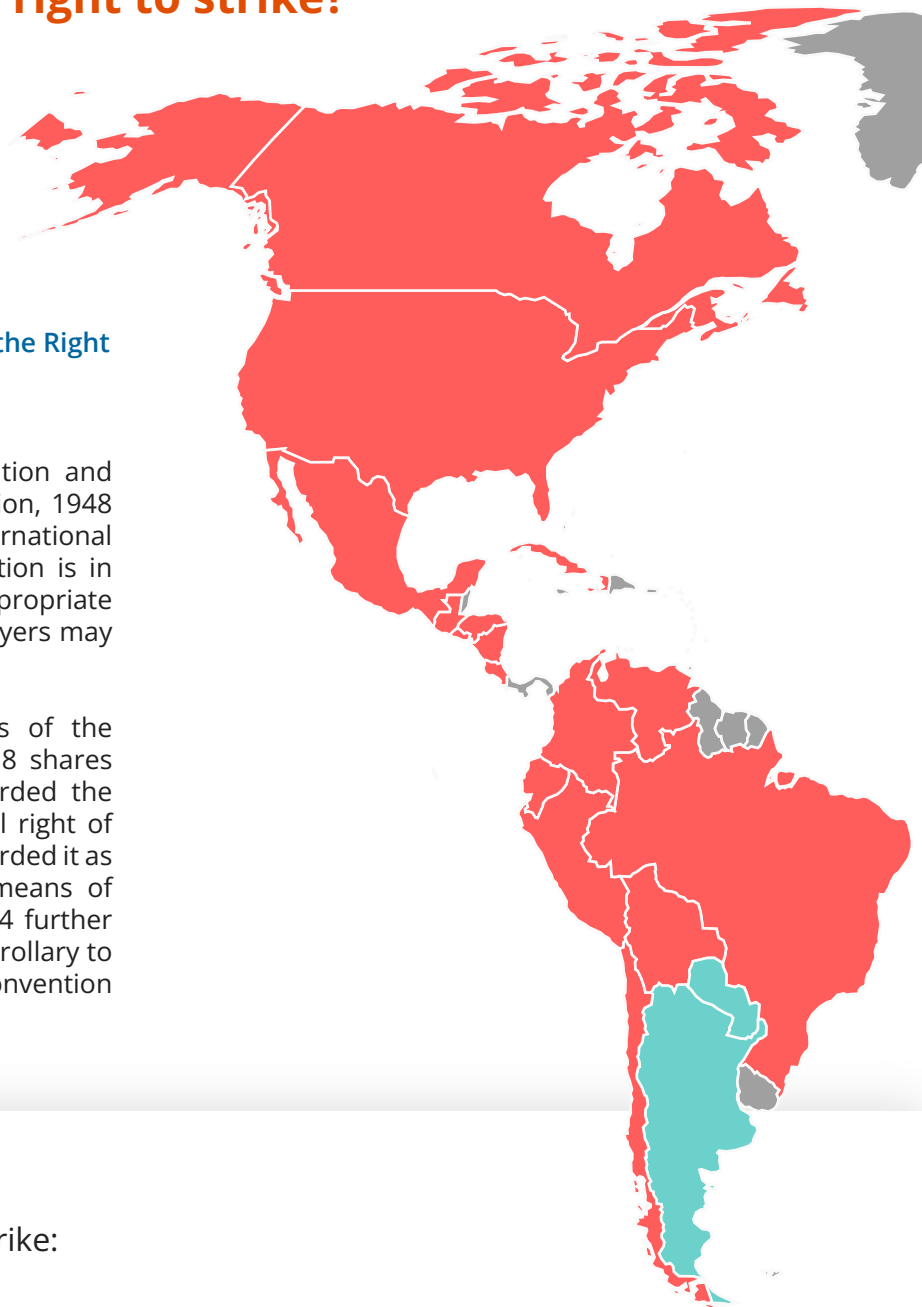
** The score will, however, remain 1 in cases where the list of essential services is broader though the right to industrial action is not restricted and only a minimum service requirement is imposed.*

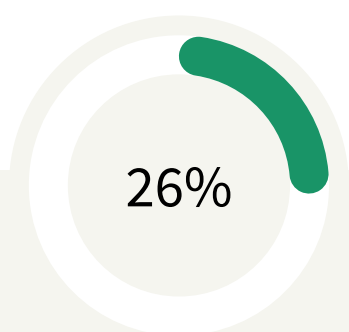
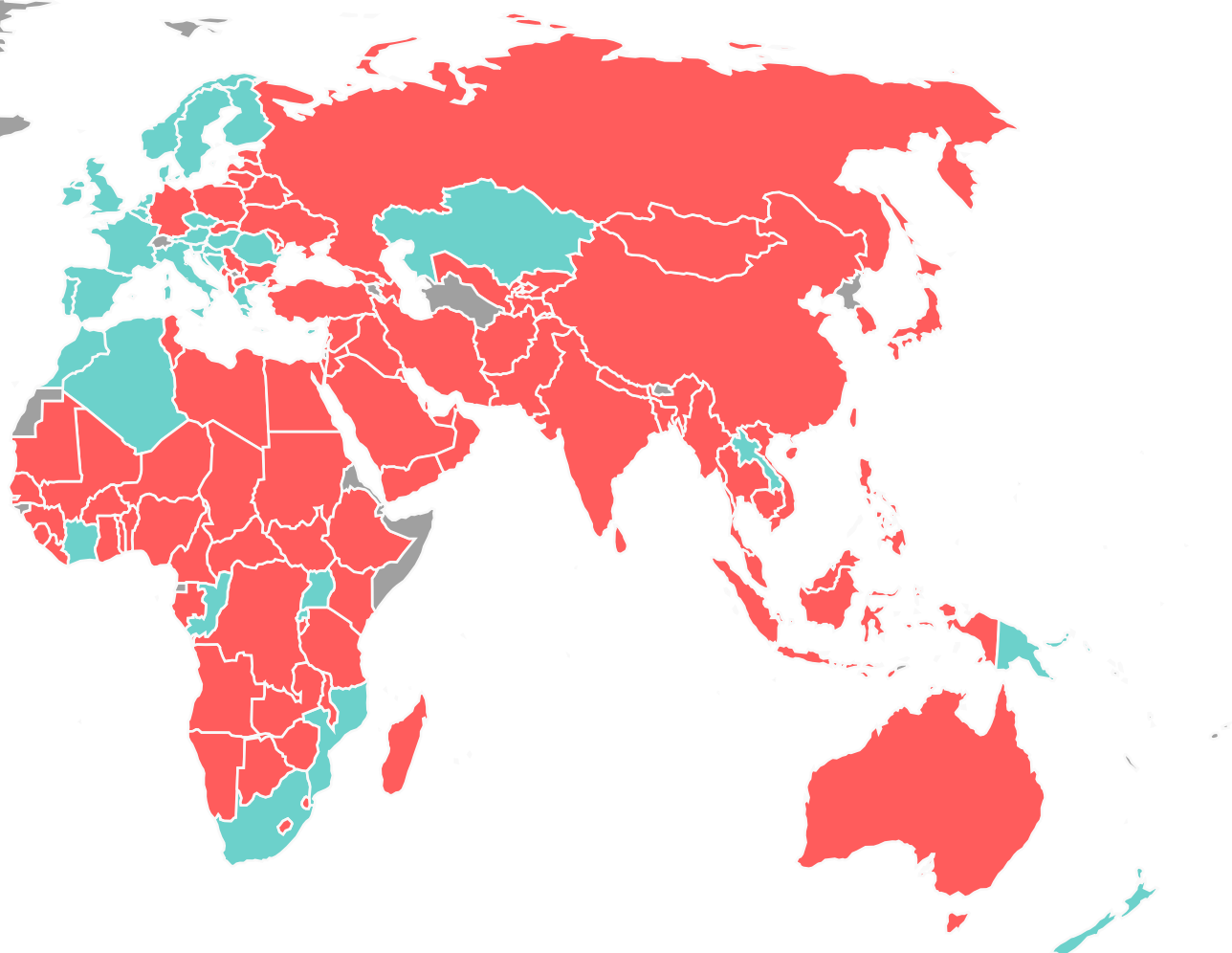
0

The right to strike is not provided in law or if there is an explicit general prohibition on strikes. There are excessive exclusions based on race, political opinion, nationality, or occupational categories (public or private sector). The right is jeopardised through many restrictions (e.g., limiting or stipulating the duration of a strike before initiation of strike action or where the list of essential services is broader than the approved list).^{*} The right to strike is restricted by imposing a requirement that more than 50% of workers should be in favour of a strike (the requirement of an absolute majority).

The legislation sets too long a period for previous negotiation, conciliation, and mediation (greater than 30 days) or unreasonable notice/cooling-off periods before calling a strike (greater than 14 days). The legislation allows either party (employer or worker organisations) or the government to refer a collective labour dispute to the arbitrator or labour court if parties do not reach an agreement on a collective bargaining agreement or to end a strike (compulsory arbitration). Recourse to compulsory arbitration is, however, allowed if both parties agree to it, or the Government could refer a dispute to the Labour Court for compulsory arbitration in the event of an acute national crisis.

** The score will, however, remain 1 in cases where the list of essential services is broader though the right to industrial action is not restricted and only a minimum service requirement is imposed.*





Access to
right to strike

Restricted access
to right to strike

Not covered in
the Index

37

countries provide
access to the right to
strike

108

countries severely
limit the right to strike

Only 26% of the 145
assessed countries
effectively allow their
workers the right to
strike.

10.4 Sanctions against Striking Workers

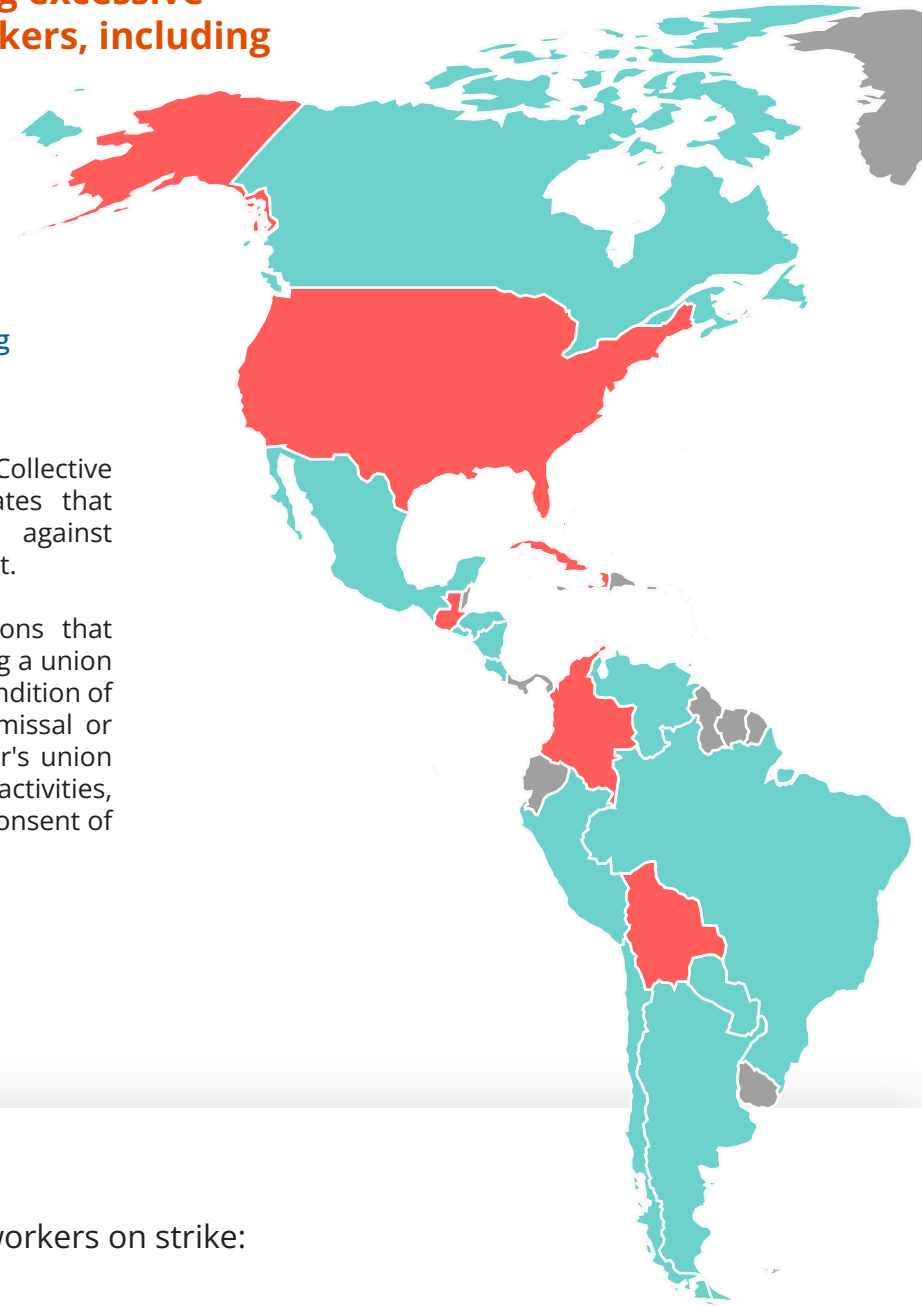
Does the law prohibit imposing excessive sanctions against striking workers, including replacement of such workers?

International Regulatory Standard

- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Article 1 of the ILO's Right to Organise and Collective Bargaining Convention, 1949 (No. 98) states that workers shall enjoy adequate protection against anti-union discrimination in their employment.

This protection specifically applies to actions that require a worker to either refrain from joining a union or relinquish their union membership as a condition of employment. It also safeguards against dismissal or any other form of prejudice due to a worker's union membership or participation in union activities, whether outside working hours or, with the consent of the employer, within working hours.



Scoring Methodology

Whether the law prohibits replacing workers on strike:

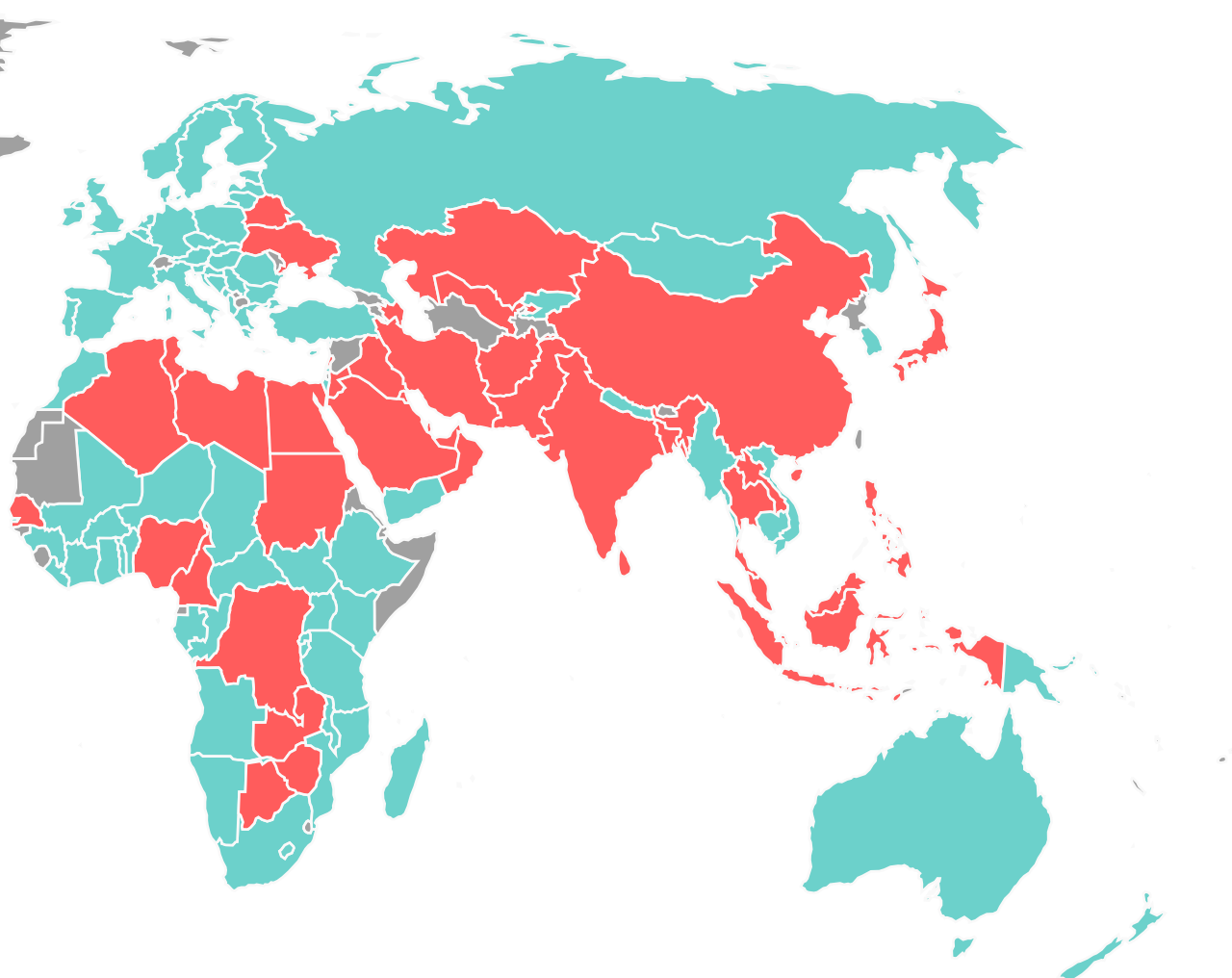
1

The legislation prohibits imposing excessive sanctions against striking workers, including the replacement of such workers.

0

The law does not prohibit the dismissal or replacement of workers who are on legitimate and peaceful strikes, and excessive sanctions, including monetary fines and imprisonment, are imposed in case of strikes.

There are excessive, disproportionate and/or penal sanctions (monetary fines and imprisonment) for organising or participating in a legitimate strike, regardless of whether the strike is lawful or unlawful under national legislation.



58%

58% of the 145 countries prohibit employers from replacing workers on a legal strike or imposing excessive sanctions against striking workers.

Prohibition of
imposing excessive sanctions

No prohibition

Not covered in
the Index

84

countries prohibit
replacing striking
workers or imposing
excessive sanctions on
striking workers

61

countries permit the
replacement of
striking workers or
impose excessive
sanctions on striking
workers

Freedom of Association

Region	Freedom of Association	Limited Access to Freedom of Association	Covered Countries
Africa	Algeria, Angola, Benin, Burkina Faso, Burundi, Cabo Verde, Chad, Congo, Côte D'Ivoire, Democratic Republic of the Congo, Eswatini, Gabon, Ghana, Guinea, Kenya, Malawi, Mali, Mauritania, Morocco, Namibia, Rwanda, South Africa, Togo, Uganda, United Republic of Tanzania, Zimbabwe	Botswana, Cameroon, Central African Republic, Egypt, Ethiopia, Gambia, Lesotho, Liberia, Libya, Madagascar, Mozambique, Niger, Nigeria, Senegal, Sierra Leone, South Sudan, Sudan, Tunisia, Zambia	45
Americas	Argentina, Canada, Chile, Colombia, Costa Rica, Mexico, Nicaragua, Peru, United States of America, Venezuela	Bolivia, Brazil, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Paraguay	19
Asia	Azerbaijan, India, Israel, Japan, Kazakhstan, Mongolia, Myanmar, Singapore, Tajikistan, Uzbekistan	Afghanistan, Bahrain, Bangladesh, Cambodia, China, Indonesia, Iran, Iraq, Jordan, Kuwait, Kyrgyz Republic, Lao People's Democratic Republic, Lebanon, Malaysia, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Sri Lanka, Syria, Taiwan , Thailand, United Arab Emirates, Viet Nam, Yemen	38
Europe	Austria, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Türkiye, Ukraine, United Kingdom	Albania, Croatia, Georgia	40
Oceania	Australia, New Zealand, Papua New Guinea		3
Total Countries	86	59	145

Collective Bargaining

Region	Access to Collective Bargaining	Limited Access to Collective Bargaining	Covered Countries
Africa	Algeria, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Congo, Côte D'Ivoire, Egypt, Gabon, Ghana, Guinea, Malawi, Mauritania, Mozambique, Senegal, South Africa, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe	Angola, Benin, Botswana, Democratic Republic of the Congo, Eswatini, Ethiopia, Gambia, Kenya, Lesotho, Liberia, Libya, Madagascar, Mali, Morocco, Namibia, Niger, Nigeria, Rwanda, Sierra Leone, South Sudan, Sudan, Tunisia	45
Americas	Argentina, Brazil, Canada, Colombia, Nicaragua, Paraguay, Peru, Venezuela	Bolivia, Chile, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, United States of America	19
Asia	Azerbaijan, Bangladesh, Israel, Japan, Kazakhstan, Lao People's Democratic Republic, Mongolia, Myanmar, Oman, Republic of Korea, Singapore, Taiwan, Tajikistan, Thailand, Uzbekistan, Yemen	Afghanistan, Bahrain, Cambodia, China, India, Indonesia, Iran, Iraq, Jordan, Kuwait, Kyrgyz Republic, Lebanon, Malaysia, Nepal, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, Syria, United Arab Emirates, Viet Nam	38
Europe	Albania, Austria, Belarus, Belgium, Bosnia and Herzegovina, Croatia, Czechia, Denmark, Estonia, Finland, France, Georgia, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Serbia, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom	Bulgaria, Cyprus, Germany, Romania, Russian Federation, Türkiye	40
Oceania	Australia, New Zealand, Papua New Guinea		3
Total Countries	84	61	145

Right to Strike

Region	Right to Strike	No Access to Right to Strike	Covered Countries
Africa	Algeria, Congo, Côte D'Ivoire, Morocco, Mozambique, Rwanda, South Africa, Uganda	Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Democratic Republic of the Congo, Egypt, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Namibia, Niger, Nigeria, Senegal, Sierra Leone, South Sudan, Sudan, Togo, Tunisia, United Republic of Tanzania, Zambia, Zimbabwe	45
America	Argentina, Paraguay	Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Peru, United States of America, Venezuela	19
Asia	Kazakhstan, Lao People's Democratic Republic	Afghanistan, Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Jordan, Kuwait, Kyrgyz Republic, Lebanon, Malaysia, Mongolia, Myanmar, Nepal, Oman, Pakistan, Philippines, Qatar, Republic of Korea, Saudi Arabia, Singapore, Sri Lanka, Syria, Taiwan , Tajikistan, Thailand, United Arab Emirates, Uzbekistan, Viet Nam, Yemen	38
Europe	Austria, Belgium, Bosnia and Herzegovina, Croatia, Cyprus, Czechia, Denmark, Finland, France, Greece, Hungary, Ireland, Italy, Luxembourg, Malta, Netherlands, Norway, Portugal, Romania, Slovenia, Spain, Sweden, United Kingdom	Albania, Belarus, Bulgaria, Estonia, Georgia, Germany, Latvia, Lithuania, Moldova, Montenegro, North Macedonia, Poland, Russian Federation, Serbia, Slovakia, Türkiye, Ukraine	40
Oceania	New Zealand, Papua New Guinea	Australia	3
Total Countries	37	108	145













































































































Sanctions against Striking Workers

Region	Prohibition on replacement of striking workers	No Prohibition	Covered Countries
Africa	Angola, Benin, Burundi, Cabo Verde, Central African Republic, Côte D'Ivoire, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Namibia, Niger, Rwanda, South Africa, South Sudan, Togo, United Republic of Tanzania	Algeria, Botswana, Burkina Faso, Cameroon, Chad, Congo, Democratic Republic of the Congo, Egypt, Libya, Mauritania, Morocco, Mozambique, Nigeria, Senegal, Sierra Leone, Sudan, Tunisia, Uganda, Zambia, Zimbabwe	45
America	Argentina, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, Peru, Venezuela	Bolivia, Colombia, Cuba, Guatemala, Haiti, United Sates of Americas	19
Asia	Bahrain, Iraq, Israel, Kyrgyz Republic, Mongolia, Myanmar, Oman, Republic of Korea, Tajikistan, Viet Nam, Yemen	Afghanistan, Azerbaijan, Bangladesh, Cambodia, China, India, Indonesia, Iran, Japan, Jordan, Kazakhstan, Kuwait, Lao People's Democratic Republic, Lebanon, Malaysia, Nepal, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, Syria, Taiwan , Thailand, United Arab Emirates, Uzbekistan	38
Europe	Albania, Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, United Kingdom	Belarus, Belgium, Estonia, Georgia, North Macedonia, Türkiye, Ukraine	40
Oceania	Australia, New Zealand	Papua New Guinea	3
Total Countries	84	61	145

Freedom of Association - country score snapshot













































































































 Represents a score of 1

 Represents a score of 0

Country	Region	Right to Unionise	Right to Collective Bargaining	Right to Strike	Sanctions against Striking Workers
Afghanistan	South Asia				
Albania	Eastern Europe				
Algeria	Middle East and North Africa				
Angola	Sub-Saharan Africa				
Argentina	Latin America and the Caribbean				
Australia	Oceania				
Austria	Western Europe				
Azerbaijan	Caucasus and Central Asia				
Bahrain	Middle East and North Africa				
Bangladesh	South Asia				
Belarus	Eastern Europe				
Belgium	Western Europe				
Benin	Sub-Saharan Africa				
Bolivia	Latin America and the Caribbean				
Bosnia and Herzegovina	Eastern Europe				
Botswana	Sub-Saharan Africa				
Brazil	Latin America and the Caribbean				
Bulgaria	Eastern Europe				
Burkina Faso	Sub-Saharan Africa				
Burundi	Sub-Saharan Africa				
Cabo Verde	Sub-Saharan Africa				
Cambodia	South East Asia				
Cameroon	Sub-Saharan Africa				
Canada	North America				
Central African Republic	Sub-Saharan Africa				
Chad	Sub-Saharan Africa				
Chile	Latin America and the Caribbean				

Freedom of Association - country score snapshot













































































































 Represents a score of 1  Represents a score of 0

Country	Region	Right to Unionise	Right to Collective Bargaining	Right to Strike	Sanctions against Striking Workers
China	East Asia				
Colombia	Latin America and the Caribbean				
Congo	Sub-Saharan Africa				
Costa Rica	Latin America and the Caribbean				
Côte D'Ivoire	Sub-Saharan Africa				
Croatia	Eastern Europe				
Cuba	Latin America and the Caribbean				
Cyprus	Eastern Europe				
Czechia	Eastern Europe				
D.R Congo	Sub-Saharan Africa				
Denmark	Western Europe				
Ecuador	South America				
Egypt	Middle East and North Africa				
El Salvador	Latin America and the Caribbean				
Estonia	Eastern Europe				
Eswatini	Sub-Saharan Africa				
Ethiopia	Sub-Saharan Africa				
Finland	Western Europe				
France	Western Europe				
Gabon	Sub-Saharan Africa				
Gambia	Sub-Saharan Africa				
Georgia	Caucasus and Central Asia				
Germany	Western Europe				
Ghana	Sub-Saharan Africa				
Greece	Eastern Europe				
Guatemala	Latin America and the Caribbean				
Guinea	Sub-Saharan Africa				

Freedom of Association - country score snapshot

 Represents a score of 1













































































































 Represents a score of 0

Country	Region	Right to Unionise	Right to Collective Bargaining	Right to Strike	Sanctions against Striking Workers
Haiti	Latin America and the Caribbean				
Honduras	Latin America and the Caribbean				
Hungary	Eastern Europe				
India	South Asia				
Indonesia	South East Asia				
Iran	Middle East and North Africa				
Iraq	Middle East and North Africa				
Ireland	Western Europe				
Israel	Middle East and North Africa				
Italy	Western Europe				
Japan	East Asia				
Jordan	Middle East and North Africa				
Kazakhstan	Caucasus and Central Asia				
Kenya	Sub-Saharan Africa				
Kuwait	Middle East and North Africa				
Kyrgyzstan	Caucasus and Central Asia				
Lao PDR	South East Asia				
Latvia	Eastern Europe				
Lebanon	Middle East and North Africa				
Lesotho	Sub-Saharan Africa				
Liberia	Sub-Saharan Africa				
Libya	Middle East and North Africa				
Lithuania	Eastern Europe				
Luxembourg	Western Europe				
Madagascar	Sub-Saharan Africa				
Malawi	Sub-Saharan Africa				
Malaysia	South East Asia				

Freedom of Association - country score snapshot

 Represents a score of 1













































































































 Represents a score of 0

Country	Region	Right to Unionise	Right to Collective Bargaining	Right to Strike	Sanctions against Striking Workers
Mali	Sub-Saharan Africa				
Malta	Western Europe				
Mauritania	Sub-Saharan Africa				
Mexico	Latin America and the Caribbean				
Moldova	Eastern Europe				
Mongolia	East Asia				
Montenegro	Eastern Europe				
Morocco	Middle East and North Africa				
Mozambique	Sub-Saharan Africa				
Myanmar	South East Asia				
Namibia	Sub-Saharan Africa				
Nepal	South Asia				
Netherlands	Western Europe				
New Zealand	Oceania				
Nicaragua	Latin America and the Caribbean				
Niger	Sub-Saharan Africa				
Nigeria	Sub-Saharan Africa				
North Macedonia	Eastern Europe				
Norway	Western Europe				
Oman	Middle East and North Africa				
Pakistan	South Asia				
Papua New Guinea	Oceania				
Paraguay	Latin America and the Caribbean				
Peru	Latin America and the Caribbean				
Philippines	South East Asia				
Poland	Eastern Europe				
Portugal	Western Europe				

Freedom of Association - country score snapshot









































 Represents a score of 1

 Represents a score of 0

Country	Region	Right to Unionise	Right to Collective Bargaining	Right to Strike	Sanctions against Striking Workers
Qatar	Middle East and North Africa				
Republic of Korea	East Asia				
Romania	Eastern Europe				
Russian Federation	Eastern Europe				
Rwanda	Sub-Saharan Africa				
Saudi Arabia	Middle East and North Africa				
Senegal	Sub-Saharan Africa				
Serbia	Eastern Europe				
Sierra Leone	Sub-Saharan Africa				
Singapore	South East Asia				
Slovakia	Eastern Europe				
Slovenia	Eastern Europe				
South Africa	Sub-Saharan Africa				
South Sudan	Sub-Saharan Africa				
Spain	Western Europe				
Sri Lanka	South Asia				
Sudan	Sub-Saharan Africa				
Sweden	Western Europe				
Syria	Middle East and North Africa				
Taiwan	East Asia				
Tajikistan	Caucasus and Central Asia				
Thailand	South East Asia				
Togo	Sub-Saharan Africa				
Tunisia	Middle East and North Africa				
Türkiye	Eastern Europe				
Uganda	Sub-Saharan Africa				
Ukraine	Eastern Europe				

Freedom of Association - country score snapshot²³⁷

 Represents a score of 1  Represents a score of 0

Country	Region	Right to Unionise	Right to Collective Bargaining	Right to Strike	Sanctions against Striking Workers
United Arab Emirates	Middle East and North Africa				
United Kingdom	Western Europe				
United Republic of Tanzania	Sub-Saharan Africa				
United States of America	North America				
Uzbekistan	Caucasus and Central Asia				
Venezuela	Latin America and the Caribbean				
Viet Nam	South East Asia				
Yemen	Middle East and North Africa				
Zambia	Sub-Saharan Africa				
Zimbabwe	Sub-Saharan Africa				

Section 5

CONTEXTUALISING AND NORMALISING THE COUNTRY SCORES ON THE LABOUR RIGHTS INDEX

The Labour Rights Index Methodology

The Labour Rights Index (LRI) scores 145 countries across ten indicators that span fair wages, decent working hours, employment security, family responsibility, maternity at work, social security, forced labour and a worker's access to trade union and freedom of association. Each indicator is made up of four to five binary questions that assess the country's legislation and legal provisions on its ability to guarantee a specific right to its worker. Under the Employment Security indicator, for instance, this would look like this:

1. Does the law require a written employment contract or employment particulars to be given to a worker on commencement of employment?
2. Does the law restrict the hiring of fixed-term contract workers?
3. Does the law limit the length of the probation period, including renewals, to three months?
4. Does the law require a 30-day notice period before employment contract termination?
5. Does the law require severance pay at the rate of at least two weeks of wages for every year of service?

Each question will be answered as Yes (1) or No (0) against a specific criterion detailed within the methodology.

This score is then scaled to 100. The final score of a country is a simple average of all ten indicators.

The Limits of the Index

As each indicator with its relevant questions (46 in total) assesses a country on legislation and legal text, the LRI fails to capture the on-ground realities present in the application of the law. Having robust legislation that declares that workers will be provided with employment contracts, sets limits to the use of a fixed-term contract, and states that the probation period should be less than three months along with a guarantee of notice period followed by the provision of severance pay does not necessarily translate to execution. This can be caused by a flawed democracy, a weak labour inspectorate system or simply because of a dominant informal sector that falls outside the power of the law amongst many reasons. However, the chasm between legislation and its application boils down in essence to a weak rule of the law.

Accounting for Reality

• LRI-Normalized Heat Map

We normalise the LRI scores using the min-max method and then scaling the score to 100. To bridge the gap between the de jure labour rights and the de facto situation, the index is used in conjunction with data on the legitimacy or effectiveness of laws in practice.

This is done by combining the LRI score with a multitude of additional indexes and data sources.

• World Justice Project (WJP)

Factor 6 of the World Justice Project (WJP)'s Rule of Law Index measures the regulatory enforcement of the law in a country.[37] It scores between 0 and 1 with a lower score indicating a weaker adherence to the rule of law. We create a composite index by calculating a new score as a product of Factor 6 and the LRI score: LRI scored adjusted under the Rule of Law Index is given by:

$$\text{Normalised (min-max)} = [\text{Factor 6 of the Rule of Law Index} \times \text{LRI score}]$$

• Size of Formal Sector

The size of the formal sector allows for the assessment of the proportion of the labour force that is under the jurisdiction of the legislation. A high score on the Labour Rights Index might not be as impactful if the laws assessed only protect a minority of workers. To rectify this, we create a composite index by calculating a new score as a product of the formal sector[38] as a percentage of the workforce and the LRI score:

LRI scored adjusted under the formal sector size is given by:

$$\text{Normalised (min-max)} = [\text{Formal Sector(\%age)} \times \text{LRI score}]$$

• Worldwide Governance Indicators (WGI)

The Rule of Law dimension of the Worldwide Governance Indicators (WGI) by the World Bank captures perceptions of the extent to which agents have confidence in and abide by the rules of society, and in particular the quality of contract enforcement, property rights, the police, and the courts, as well as the likelihood of crime and violence.[39]

The scores under WGI range from approximately -2.5 (weak) to 2.5 (strong) governance performance which has been readjusted from 0 (weak) to 5 (strong performance).

We create a composite index by calculating a new score as a product of the Rule of Law dimension and the LRI score:

LRI scored adjusted under the formal sector size is given by:

$$\text{Normalised (min-max)} = \frac{[(0.2 \times \text{Rule of Law dimension on WGI} + 0.5) \times \text{LRI score}]}{10}$$

• Sustainable Development Goal 8.8.2

SDG indicator 8.8.2, calculated by the ILO, ranges from 0 to 10, with 0 being the best possible score and 10 the worst, indicating levels of compliance with Freedom of Association and Collective Bargaining rights. The score on Freedom of Association indicator of the LRI is replaced with the scaled score under SDG 8.8.2.[40]

To account for the de facto trade union rights present in a country, the we calculate a new score as follows:

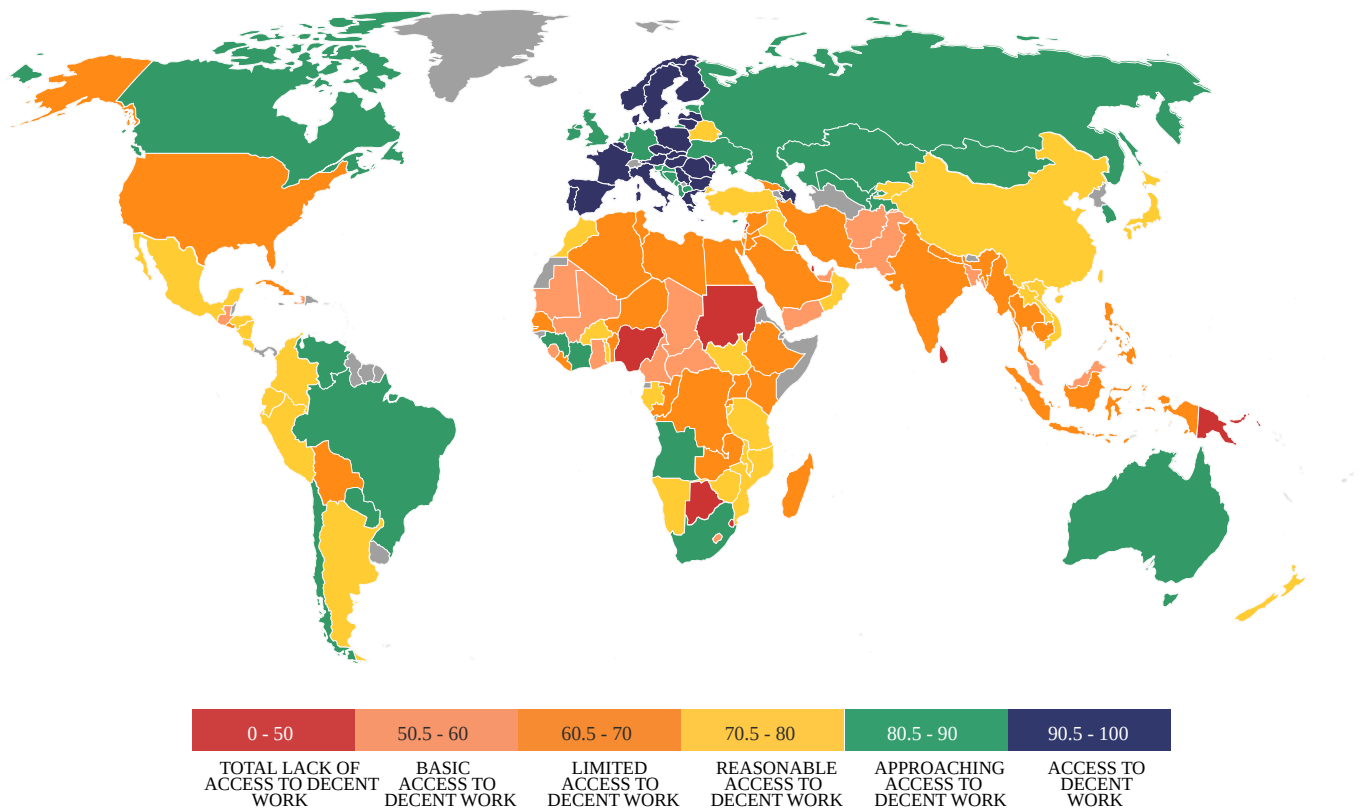
$$\text{Normalised (min-max)} = \frac{\left\{ \sum \frac{(\text{9 indicators})}{8.8.2} \times 100 \right\} + [(1 - \text{SDG})]}{10}$$

Final Output

This allows for the creation of four additional heat maps. Each adds a layer of context and granularity and provides an additional lens through which the end-user may interpret the Labour Rights Index.

However, no data set looks at each country assessed in the LRI. This leads to missing values in the resulting graphs. Until the Index extends to assessing the de facto application, composite indexes with missing values will have to act as a stopgap.

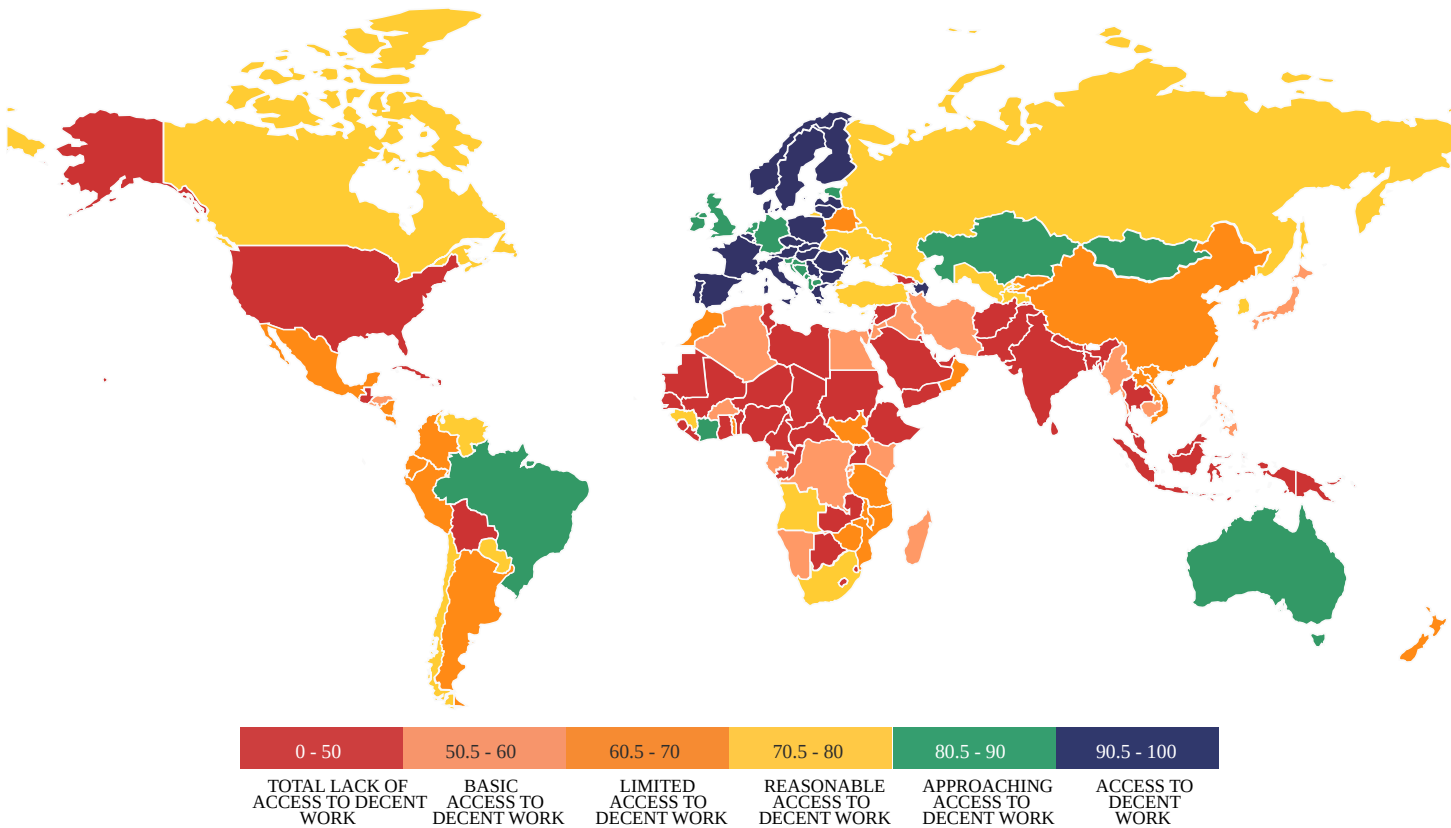
Labour Rights Index 2024: Original Heatmap



This map is the original heat map of the 145 countries, covered under the Labour Rights Index 2024. This map shows the data as it is without any normalisation technique applied to this data.

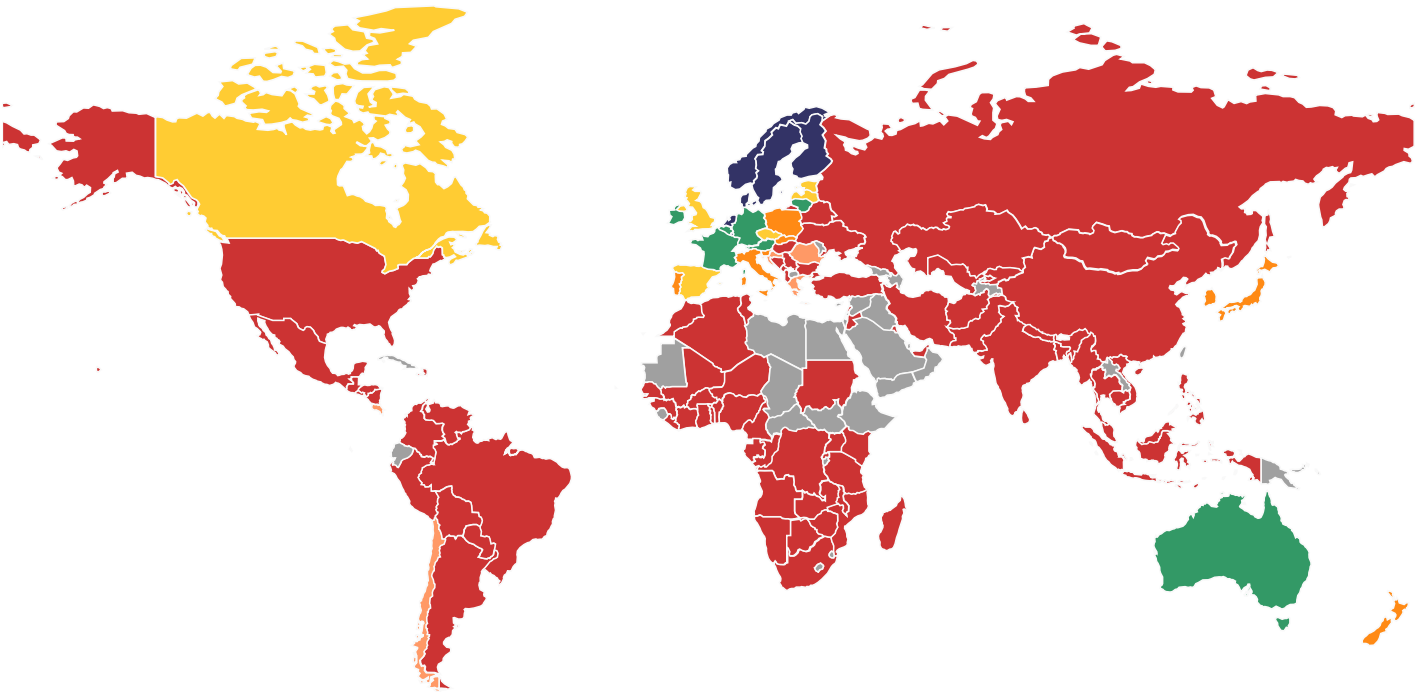
Please check it here: <https://labourrightsindex.org/2024/heatmap-2024>

Labour Rights Index 2024: Normalised Heatmap



This map shows normalised scores from the Labour Rights Index 2024 for 145 countries by using the min-max method.

Labour Rights Index 2024 - World Justice Project Heatmap

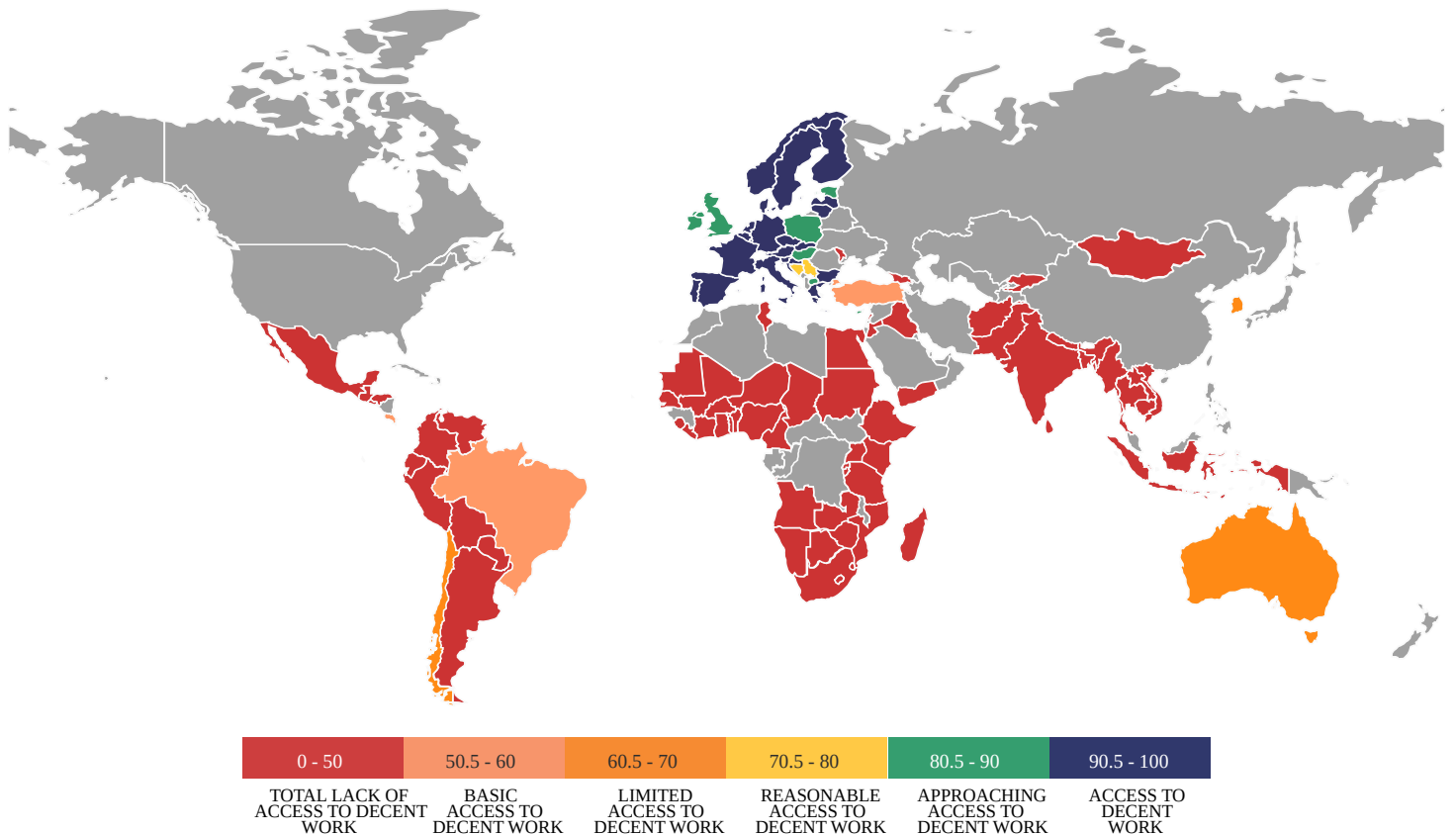


0 - 50	50.5 - 60	60.5 - 70	70.5 - 80	80.5 - 90	90.5 - 100
TOTAL LACK OF ACCESS TO DECENT WORK	BASIC ACCESS TO DECENT WORK	LIMITED ACCESS TO DECENT WORK	REASONABLE ACCESS TO DECENT WORK	APPROACHING ACCESS TO DECENT WORK	ACCESS TO DECENT WORK

This map is a product of the LRI overall score (0-100) and country score on Factor 6 (0-1), measuring regulatory enforcement from the Rule of Law Index of the World Justice Project. The scores are normalised using the min-max method and scaled to 100. The latest WJP data (2023) is, however, available only in 124 of the 145 LRI countries. The Labour Rights Index data is from the 2024 Index.

For more information about the WJP's Rule of Law Index, please follow the link: <https://worldjusticeproject.org/rule-of-law-index/factors/2023/Regulatory%20Enforcement/>

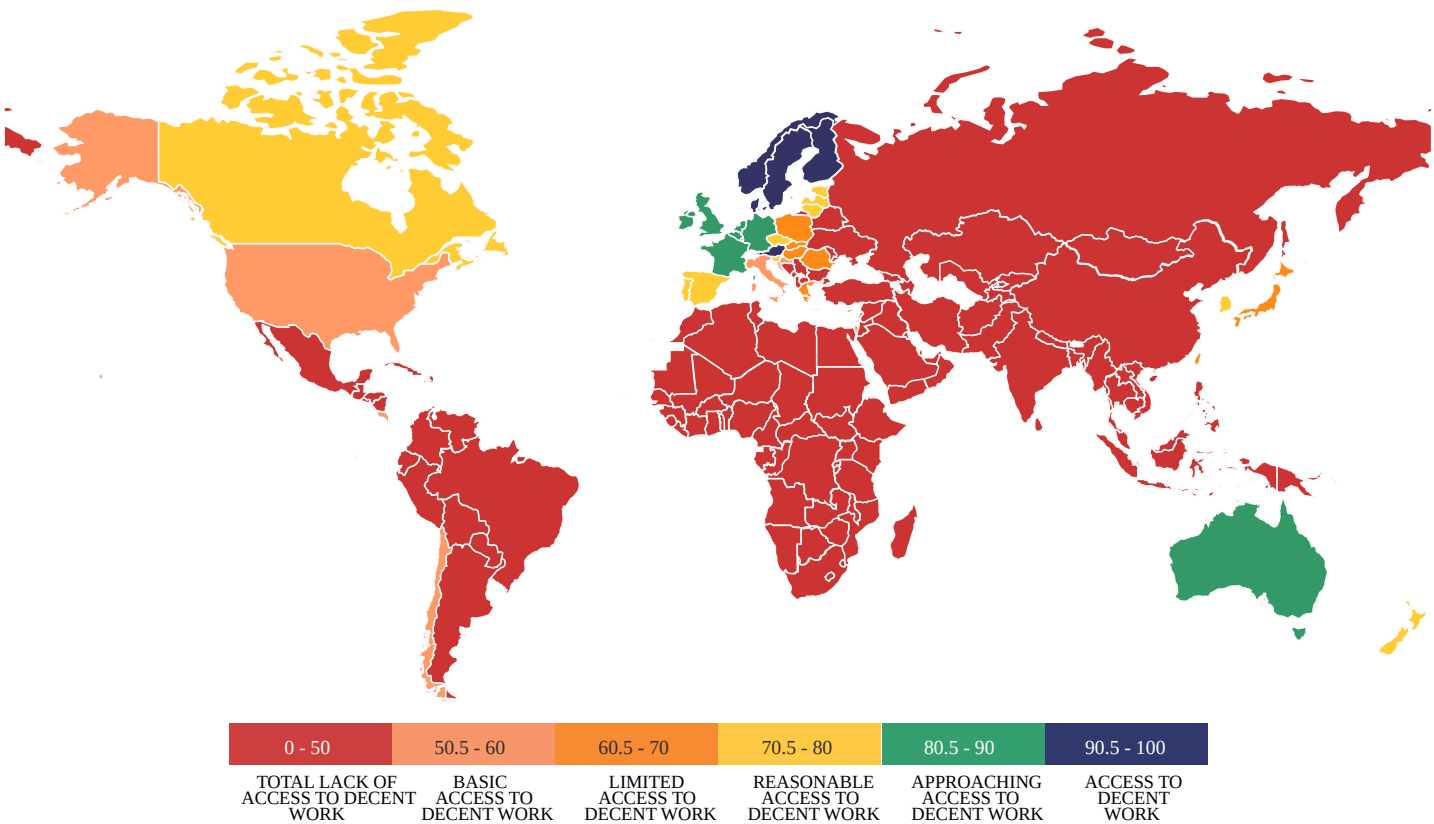
Labour Rights Index - SDG 8.3.1 Heatmap



This map is a product of the Labour Rights Index 2024 overall score (0-100) and the proportion of formal employment in total employment in the country. The scores are normalised using the min-max method and scaled to 100. The proportion of formal employment is indirectly derived from the latest country value on Sustainable Development Goal (SDG) indicator 8.3.1, computed by ILO. Data is, however, available only in 102 of the 145 LRI countries. The Labour Rights Index data is from the 2024 Index.

For more information about the SDG Indicator 8.3.1 on proportion of informal employment in total employment, please follow the link:
<https://ilostat.ilo.org/data/>

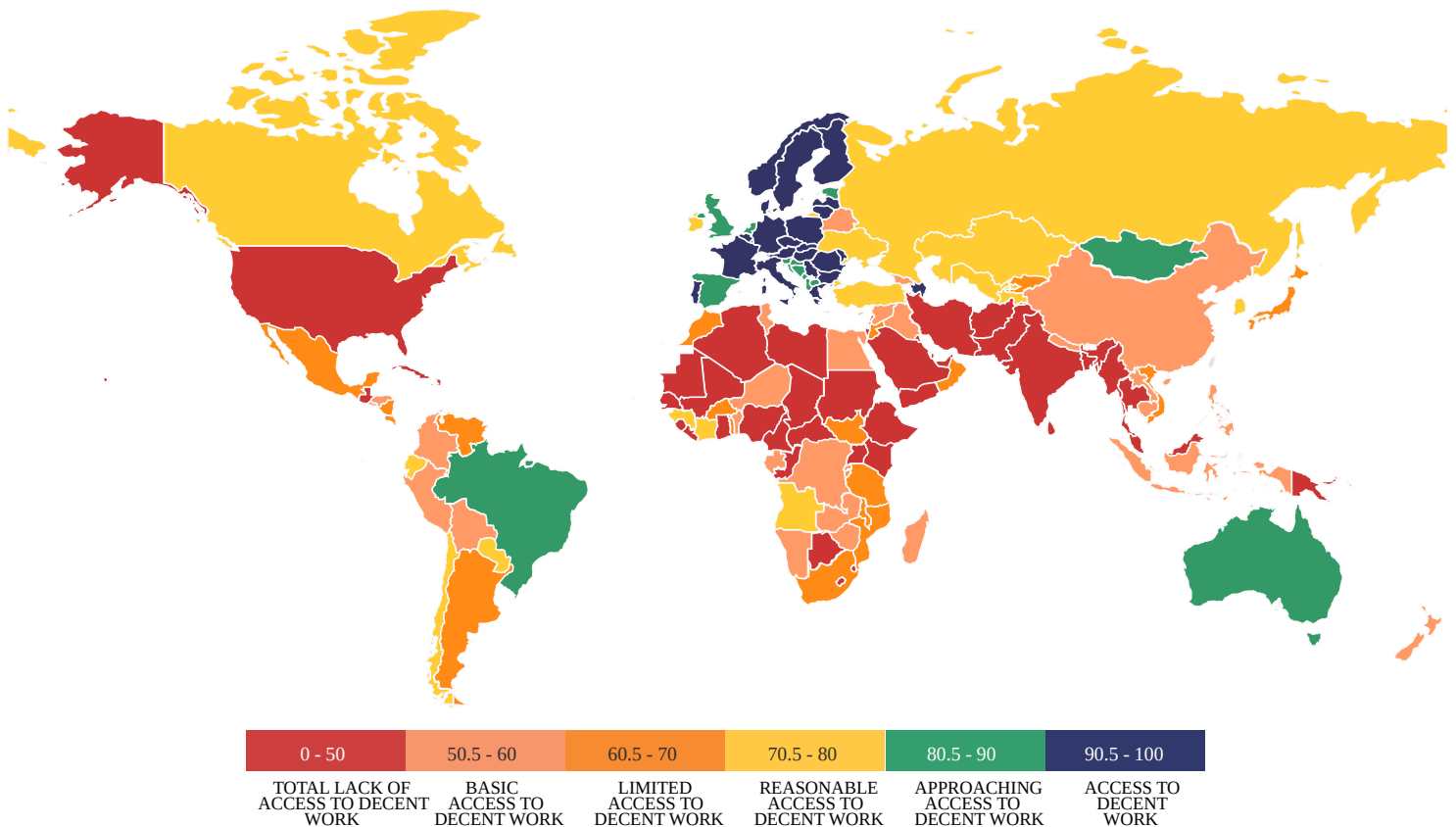
Labour Rights Index -WGI Heatmap



This map is a product of the LRI overall score and the scaled score on the Rule of Law dimension of the Worldwide Governance Indicators (WGI) by the World Bank. The scores under WGI range from approximately -2.5 (weak) to 2.5 (strong) governance performance. These are readjusted from 0 (weak) to 5 (strong performance). The final scores are normalised using the min-max method and scaled to 100. WGI data is available for all LRI countries. The WGI data is available for 2023. The Labour Rights Index 2024 data is used to create this map.

For more information about the World Governance Indicators, please follow the link: <https://www.worldbank.org/en/publication/worldwide-governance-indicators>

Labour Rights Index - SDG 8.8.2 Heatmap



This map is created while using the latest country score on Sustainable Development Goal (SDG) 8.8.2 (after indirectly calculating the levels of compliance with FACB rights and scaling the result to 100) instead of the LRI's own freedom of Association indicator score to account for the de facto trade union rights present in a country. SDG indicator 8.8.2, calculated by the ILO, ranges from 0 to 10, with 0 being the best possible score and 10 the worst, indicating levels of compliance with Freedom of Association and Collective Bargaining rights). The final scores are normalised using the min-max method and scaled to 100. Data is available for all LRI countries, except Taiwan. The Labour Rights Index 2024 data is used to create this map.

For more information about the SDG Indicator 8.8.2 on the level of national compliance with labour rights (FOA& CB), please follow the link:

<https://ilostat.ilo.org/data/>

Notes

Section 2: Conceptual Framework

- ¹ A 2014 UN report provides an inventory of 101 composite measures of well-being and progress, covering a broad range of themes from governance to gender disparity and poverty to economic progress.
<https://hdr.undp.org/system/files/documents/inventoryreportworkingpaper.pdf>
- ² The Labour Rights Index is based on national labour legislation, applicable on 01 January 2024.
- ³ Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- ⁴ Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
- ⁵ <https://www.ilo.org/publications/world-social-security-report-201011-providing-coverage-times-crisis-and> (page 101)
- ⁶ Botero, J., Djankov, S., La Porta, R., Lopez-de-Silanes, F. and Shliefer, A. 2004. "The Regulation of Labour" Quarterly Journal of Economics 119(4), pp. 1339-1382
- ⁷ Heymann, J., and Earle, A. 2009. Raising the global floor: dismantling the myth that we can't afford good working conditions for everyone. Stanford, Calif.: Stanford Politics and Policy.
- ⁸ <https://gsphub.eu/about-gsp/gsp-plus>
- ⁹ https://ustr.gov/sites/default/files/gsp/GSPGuidebook_0.pdf
- ¹⁰ <https://unstats.un.org/sdgs/indicators/indicators-list/>
- ¹¹ MDGs included 8 Goals, 21 Targets and 60 indicators. https://www.undp.org/sites/g/files/zskgke326/files/publications/Indicators_for_Monitoring_the_MDGs.pdf
- ¹² <https://sustainabledevelopment.un.org/sdg8>
- ¹³ These include Database of Conditions of Work and Employment Laws (<https://www.ilo.org/resource/other/database-conditions-work-and-employment-laws>) Global Database on Occupational Safety and Health Legislation (<https://webapps.ilo.org/dyn/legosh/en/f?p=14100:1000:0::NO::>), Employment Protection Legislation Database (<https://eplex.ilo.org/>), Industrial Relations Database (<https://webapps.ilo.org/dyn/irlex/en/f?p=14100:1:0::NO::>), and Labour Inspection Country Profiles (<https://www.ilo.org/resource/labour-inspection-country-profiles>)
- ¹⁴ Now referred to as Labour Market Regulation <http://www.doingbusiness.org/data/exploretopics/employing-workers>
- ¹⁵ <http://wbl.worldbank.org/>
- ¹⁶ <https://www.weforum.org/reports/the-global-competitiveness-report-2016-2017-1>
- ¹⁷ <http://www.nber.org/papers/w11598>
- ¹⁸ <https://www.heritage.org/index/pages/report>. As explained in the Methodology, the Labour Freedom component considers seven quantitative sub factors and is part of Regulatory Efficiency, one of the four major aspects of economic and entrepreneurial environment.
- ¹⁹ <https://www.issa.int/databases/country-profiles>
- ²⁰ <https://www.oecd.org/employment/emp/oecdindicatorsofemploymentprotection.htm>
- ²¹ <https://www.repository.cam.ac.uk/items/938d5a0d-3799-4c5a-8103-8a7355628ef3>
- ²² <https://www.ituc-csi.org/global-rights-index>
- ²³ <http://labour-rights-indicators.la.psu.edu/>
- ²⁴ Centre for Labour Research is a non-profit organization based in Pakistan. For details of contributions, please refer to acknowledgements.
- ²⁵ Doing Business 2004 report defines labour law to include the following four types of regulations: "employment regulation, social security laws, industrial relations, and workplace safety and health laws". (<https://www.doingbusiness.org/content/dam/doingBusiness/media/Annual-Reports/English/DB04-FullReport.pdf>) (p.30)
- ²⁶ ILO Declaration on Social Justice for a Fair Globalization, 13 August 2008 (<https://www.ilo.org/resource/ilo-declaration-social-justice-fair-globalization>)
- ²⁷ Decent work indicators, 9 September 2012 (https://www.ilo.org/integration/themes/mdw/WCMS_189392/lang-en/index.htm)
- ²⁸ ILO Monitor on the world of work. 10th edition, 31 October 2022 (<https://www.ilo.org/resource/brief/ilo-monitor-world-work-10th-edition>)
- ²⁹ For the minimum wage question, the Index considers lowest rates, notified by the governments, to ensure comparability of data. These may include minimum wage rates for unskilled work.
- ³⁰ Includes foreign workers, which comprise most of the labour force in some countries.
- ³¹ Decent Work Check is a WageIndicator concept which has been developed over more than a decade to inform workers about their workplace rights on a global level.
- ³² <https://wageindicator.org/>
- ³³ https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_627189/lang-en/index.htm

Notes

- ^{34.} ILO Declaration on Fundamental Principles and Rights at Work, originally adopted in 1998, was amended in 2022 to include the fifth fundamental principle and right at work, which is the right to a safe and healthy working environment. <https://www.ilo.org/declaration/lang-en/index.htm>
- ^{35.} <https://www.doingbusiness.org/content/dam/doingBusiness/media/Annual-Reports/English/DB16-Full-Report.pdf>
- ^{36.} A similar approach has been used by the International Trade Union Confederation under its ITUC Global Rights Index 2020. <https://www.ituc-csi.org/ituc-global-rights-index-2020>

Section 5: Contextualising & Normalising the country scores

- ^{1.} <https://worldjusticeproject.org/rule-of-law-index/>
- ^{2.} We use “SDG indicator 8.3.1 - Proportion of informal employment in total employment” data to calculate the proportion of “formal employment in total employment” in the country. (https://rshiny.ilo.org/dataexplorer37/?lang=en&id=SDG_0831_SEX_ECO_RT_A)
- ^{3.} <https://info.worldbank.org/governance/wgi>
- ^{4.} https://rshiny.ilo.org/dataexplorer39/?lang=en&id=SDG_0882_NOC_RT_A

Glossary

Annual Leave

All employees are entitled to paid time off from work during each working year.

Child

Any young person under 15 years of age (14 years in developing countries) or still subject to compulsory full-time schooling under national law.

Collective Agreement

All agreements in writing regarding working conditions and terms of employment concluded between an employer, a group of employers or one or more employers' organisations, on the one hand, and one or more representative workers' organisations, or, on the absence of such organisations, the representatives of the workers duly elected and authorised by them per national laws and regulations, on the other. (Para. 2 (1) of the R91)

Collective Bargaining

A negotiation process between unions and employers regarding the terms and conditions of employment of employees and the rights and responsibilities of trade unions.

Compensation: Compensation is a form of recompense, both in the form of monetary reparation or time-off, for those working "unsocial hours," i.e., working overtime, at night, weekly rest days and public holidays.

Contributory Benefits System

The grant depends on direct financial participation by the persons protected or their employer or on a qualifying period of occupational activity. (Art. 1(j) of the C128)

De Jure

All such practices and actions that are legally recognised, irrespective of whether they exist in practice. De jure (based on law) is used in contrast to de facto (in practice).

Discrimination

Any distinction, exclusion or preference based on race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership that has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

Employment Segregation

The concentration of women and men in different types and levels of activity and employment, with women being confined to a narrower range of occupations than men (horizontal segregation) and lower work grades (vertical segregation).

Equal Remuneration for Work of Equal Value

Rates of remuneration established without discrimination based on sex.

Essential services

Services, the interruption of which may endanger the life, personal safety or health of the whole or part of the population. However, the concept is not absolute. A non-essential service may become essential if a strike lasts beyond a specific time or extends beyond a particular scope. The following may be considered to be essential services in the strict sense of the term: the hospital sector; electricity services; water supply services; the telephone service; the police and the armed forces; the firefighting services; the public or private prison services; the provision of food to pupils of school age and the cleaning of schools; air traffic control. (ILO CFA Digest of decisions and principles, Para. 840)

Family Responsibilities

Applies to men and women workers with responsibilities in relation to their dependent children, and to other members of their immediate family who clearly need their care or support, where such responsibilities restrict their possibilities of preparing for, entering, participating in or advancing in economic activity.

Fixed-Term Contract

An employment contract entered directly between an employer and a worker, where the end of the employment contract or relationship is determined by objective conditions such as reaching a specific date, completing a specific task, or the occurrence of a specific event.

Forced Labour

All work or service which is exacted from any person under the menace of any penalty and for which the person has not voluntarily offered himself. Exceptions include compulsory

General Weekly Hours

The number of hours specified in the relevant industrial instrument as the average number of hours per working week of an employee during a week.

Gig Economy

The gig economy combines online/digital marketplaces for engaging individuals for short-term tasks. These mini marketplaces are also referred to as digital labour platforms. The platform economy distinguishes between two primary forms of work: crowd work and work on demand via apps. Crowd work is performed online and is location-independent. 'Work on demand via apps', on the other hand, matches the worker and the client digitally, and the work is performed locally. Activities include transportation, food delivery and home services.

Fundamental Workers' Rights

Freedom of association and the effective recognition of the right to collective bargaining, freedom from forced labour, child labour and discrimination.

Invalidity Benefit

Cash payments on account of complete or partial inability to participate gainfully in the labour market due to disability. The invalidity may be congenital or result from an accident or illness during the victim's lifetime. Invalidity is also referred to as disability.

Living Wage

The level of wages sufficient to meet the basic living needs of an average-sized family in a particular economy.

Maternity Leave

Leave to which a woman is entitled to a continuous period, allocated before and/or after giving birth per national legislation and practice.

Night Time

Any period of not less than seven hours, as defined by national law, which must include the period between midnight and 5 a.m.

Night Worker

A worker who works at least three hours of his/her daily working time during night time as a regular course.

Non-Contributory Universal Benefits

Benefits the grant of which does not depend on direct financial participation by the persons protected or their employer or on a qualifying period of occupational activity (Art1, C128)

Overtime

The working hours of a worker above the standard established by law, a collective bargaining agreement, an individual employment contract or company policy. Such hours are generally paid for at "penalty" or overtime rates.

Occupational Accident

An Occupational accident is an unexpected and unplanned occurrence, including acts of violence, arising out of or in connection with work which results in one or more workers incurring a personal injury, disease or death. Occupational accidents are to be considered as travel, transport or road traffic accidents in which workers are injured and arise out of or in the course of work, i.e. while engaged in economic activity, at work, or carrying on the employer's business.

Parental Leave

The individual right to leave, in principle on a non-transferable basis, for all male and female workers following the birth or adoption of a child to enable them to take care of that child. There is usually a fixed amount of leave or fixed amounts of time in any year or years that may be taken for reasons concerning care responsibilities.

Part-time Work

Work arrangement implying working hours that are shorter than usual or standard full-time hours.

Paternity Leave

Employment-protected leave of absence for employed fathers at or in the first few months after childbirth.

Permanent Worker

A worker with an employment contract or relationship of indefinite duration.

Probationary Period

A fixed-length monitoring period allowed by law for new employees to determine whether they have the skills and abilities needed to perform the assignment in their employment contract.

Remuneration

Ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or kind, by the employer to the worker and arising out of the worker's employment.

Sexual Harassment Sanctions

Legislation may provide civil remedies and/or criminal penalties. The aim of civil remedies is to restore the victim to their position before the sexual harassment occurred. These include recovering monetary or emotional damages or compensation to the victims even after they have left employment. Criminal penalties penalise the perpetrator of harassment for committing sexual harassment. These include monetary fines and imprisonment.

Severance Payment

The final payment made to a worker when his/her employment is terminated.

Social Protection

Used interchangeably with 'social security', it is the set of policies and programmes designed to reduce and prevent poverty, vulnerability and social exclusion throughout the life cycle. It includes nine main areas identified in C102: child and family benefits, maternity protection, unemployment support, employment injury benefits, sickness benefits, health protection (medical care), old-age benefits, invalidity/disability benefits, and survivors' benefits. Social protection systems address all these policy areas through a mix of contributory schemes (social insurance) and non-contributory tax-financed benefits (including social assistance).

Strike

A concerted temporary stoppage of or withdrawal from work by a group of workers of an establishment or several establishments to express a concern or to enforce demands affecting wages, working hours and/or working conditions.

Violence and Harassment

A range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm.

Gender-based Violence and Harassment

Violence and harassment directed at persons because of their sex or gender, or disproportionately affecting persons of a particular sex or gender, and includes sexual harassment.

Trade Union

An association of workers to protect and promote common interests.

Wage

The payment in exchange for labour provided under a contract of employment. The gross wage is the wage before deduction of taxes and other authorised deductions. Wages are calculated according to time-rate or piece-rate systems.

Work Injury Benefit

Cash payments on account of complete or partial inability to participate gainfully in the labour market due to disability or fatality caused by an occupational accident.

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About the Labour Rights Index 2024

The WageIndicator Foundation and the Centre for Labour Research co-produced the Labour Rights Index 2024 (LRI 2024). WageIndicator Foundation, a Dutch non-profit established in 2001, works towards increased transparency in labour markets by providing access to minimum wages, living wages, and labour rights information. The Centre for Labour Research, an independent non-profit registered in Pakistan, raises awareness on workplace rights in Pakistan and produces research on comparative labour issues and labour law reform.

Labour Rights Index is a comparative tool, an international qualification standard, which allows comparing labour legislation around the world. The Index helps its users navigate the labour markets of 145 countries. It is aimed to be a tool for policymakers and provides access to the best practices in the field of labour regulation.

The Labour Rights Index analyses every aspect of the working lifespan of a worker and identifies the presence of labour rights, or the lack thereof, in national legal systems worldwide. It has 10 indicators and 46 evaluation criteria. All of these are based on substantive elements of the Decent Work Agenda and are grounded in UDHR, five UN Conventions, five ILO Declarations, 35 ILO Conventions, and four ILO Recommendations. The Index provides an overall score for each of the 145 countries covered. The Labour Rights Index is a de jure index, and it measures the presence or absence of relevant legislation only. It recognises the existence of implementation gaps in legislative provisions; nevertheless, well-drafted and inclusive laws are still a precondition for attaining decent work.

The Labour Rights Index is an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG 8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).

The LRI 2024 is the third edition of the Labour Rights Index. The Index is a flagship work of WageIndicator and the first and second edition were launched in 2020 (115 countries) and 2022 (135 countries) respectively. The Index is launched on 7 October, the World Day for Decent Work.

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