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Manual and codebook of the WageIndicator Labour Law Database - Version 1 - October 2017

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About WageIndicator Foundation - www.wageindicator.org

WageIndicator started in 2001 to contribute to a more transparent labour market for workers and employers by publishing easily accessible information on a website. It collects, compares and shares labour market information through online and face-to-face surveys and desk research. It publishes the collected information on national websites, thereby serving as an online library for wage information, Labour Law, and career advice, both for workers/employees and employers. The WageIndicator websites and related communication activities reach out to millions of people on a monthly basis.

The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. Its Supervisory Board is chaired by the University of Amsterdam/Amsterdam Institute of Advanced labour Studies and includes a representative from the Dutch Confederation of Trade Unions (FNV) and three independent members. The Foundation is assisted by world renowned universities, trade unions and employers' organisations. It currently operates national websites in 92 countries. Its staff consists of some 100 specialists around the world. The Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Dar es Salaam, and Islamabad.

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1 Introducing the COBRA system

1.1 Aims of COBRA

COBRA is the web-based system for the WageIndicator Labour Law database. COBRA facilitates three steps:

- uploading of texts about labour law in different countries, written in understandable language by a labour law specialist
- annotating and coding of these texts by saving numerical provisions and data in a database
- publishing of the texts on the WageIndicator national websites.

COBRA generates web pages with full text about labour law in different countries. The content of these pages are detailed in Section 3. COBRA also generates a monthly download of the coded content of the Labour Law Database. The content of this data download is detailed in Appendix 1.

1.2 Countries and languages in COBRA

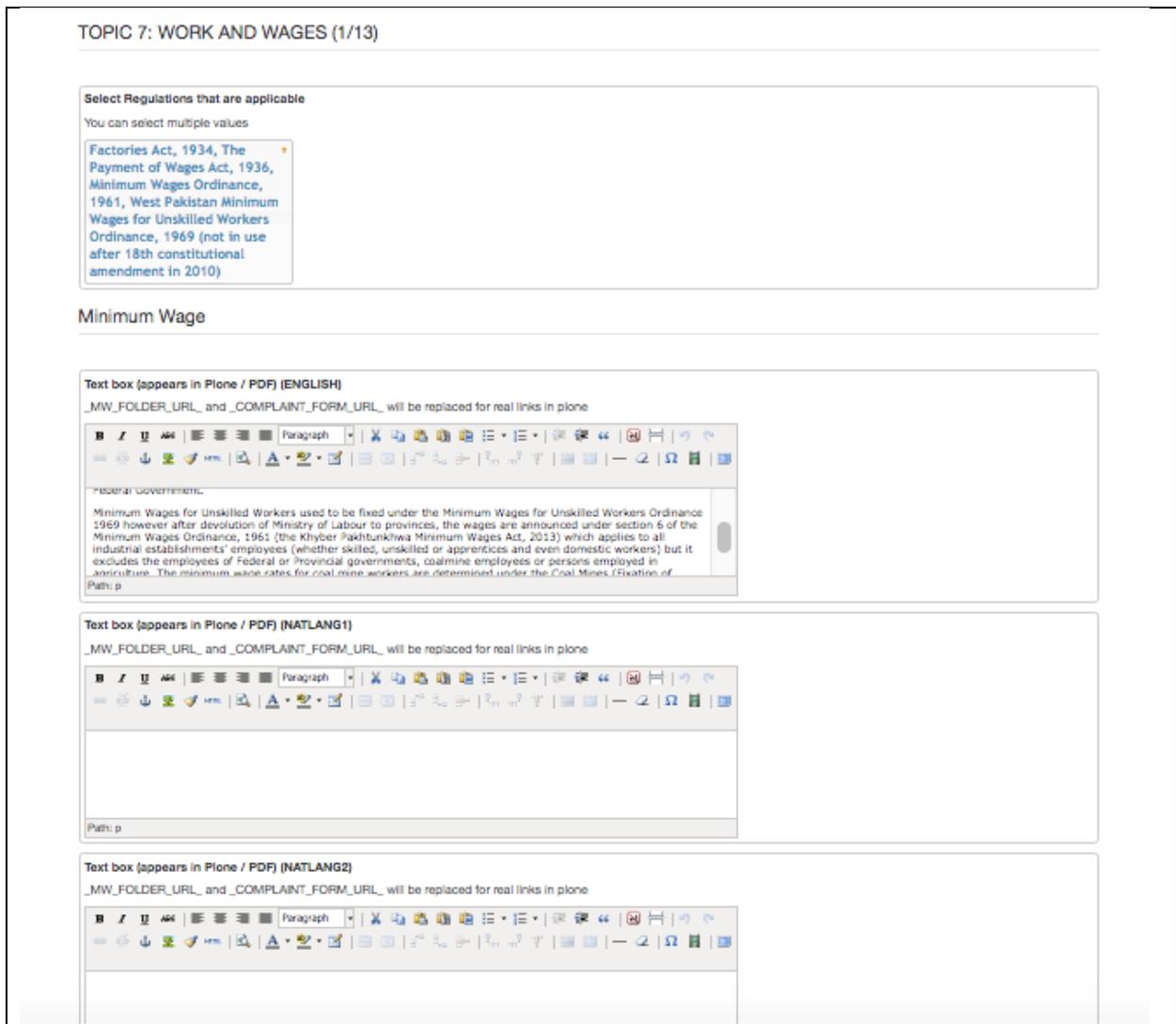
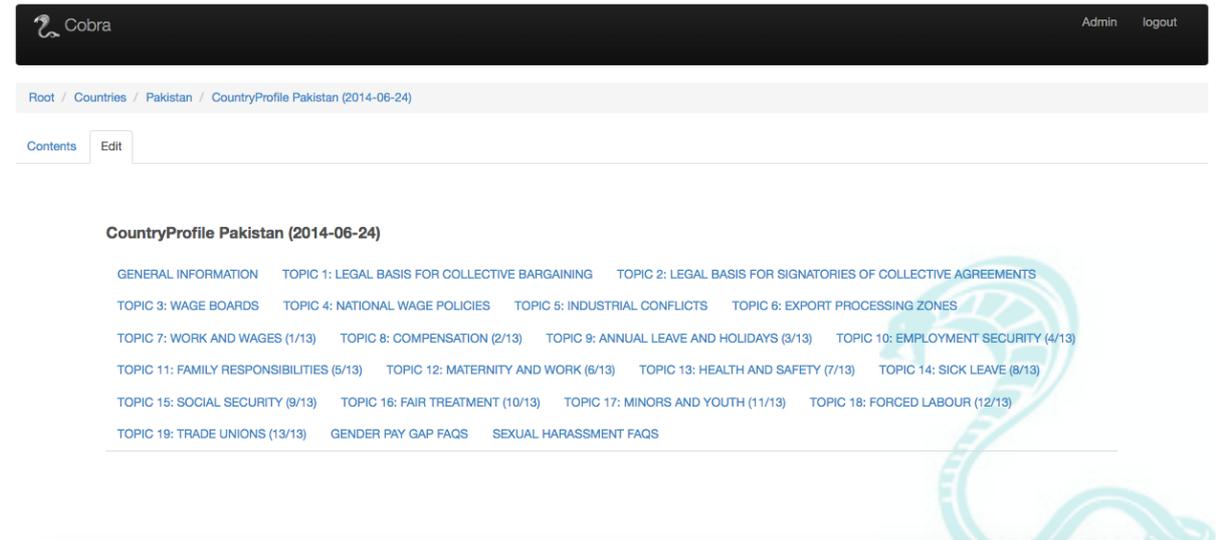
COBRA is designed such that texts from any country and any language can be uploaded, whereby the COBRA dashboard is in English, and so is the coding scheme. For the time being, the dashboard, the coding scheme and this manual will be available only in English. However, when published online as Labour Law pages, texts are all in national language (and an English master version is stored).

1.3 Uploading and coding the Labour Law

WageIndicator labour law specialist Iftikhar Ahmad and his team in Islamabad (Pakistan) collect all available information about the Labour Law in a country, following a structure of 13 main topics: Work & Wages, Compensation, Annual Leave & Holidays, Employment Security, Employment Security, Family Responsibilities, Maternity & Work, Health & Safety, Sickness and Employment Injury Benefits, Social Security, Equal Treatment at work, Child Labour, Forced Labour and Social Dialogue. Each topic is subdivided into three or more subtopics. The labour law information is explained in an easily understandable language, but at the same time it provides reference to the legal texts (quoting sections and articles of law).

These texts are then uploaded in the COBRA-program, both in English and in the national language(s). For each topic, Cobra provides a set of questions to be answered: some require answers with numerical data, others are multiple-choice answers. Figure 1 shows the Labour Law dashboard of the platform. The COBRA coders' platform is password protected. The director of WageIndicator Foundation assigns passwords.

Figure 1: Cobra dashboard

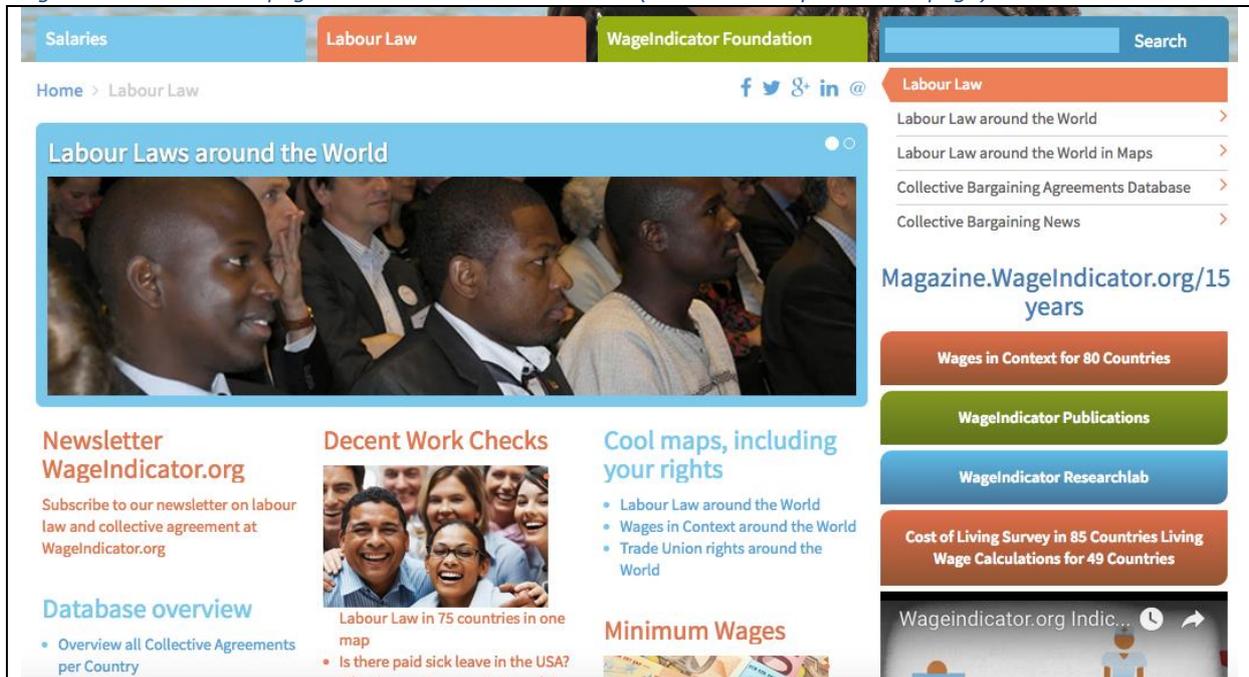


Source: Screenshots of the COBRA dashboard

2 Labour Law web pages

2.1 Home page of the database

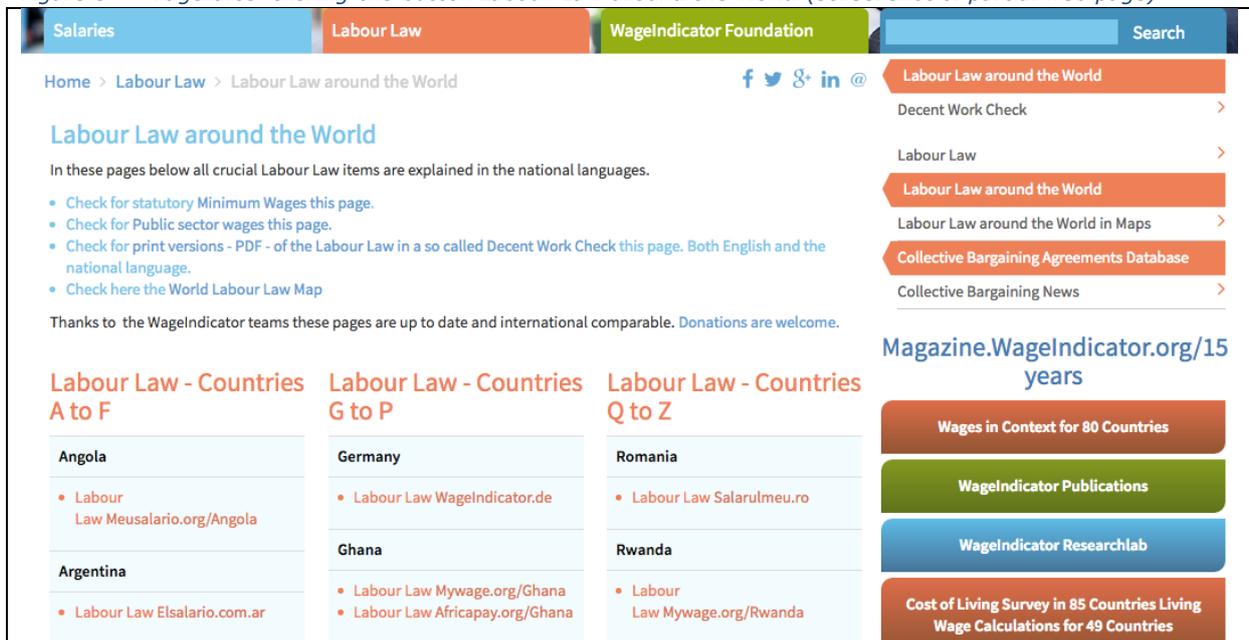
Figure 2 The home page of the Labour Law Database (screenshot of partial web page)



Source <http://www.wageindicator.org/main/labour-laws>, accessed 13-6-'16

2.2 Countries with Labour Law Database pages

Figure 3 Page after clicking the button Labour Law around the World (screenshot of partial web page)



Source <http://www.wageindicator.org/main/labour-laws/labour-law-around-the-world>, accessed 13-6-'16

2.3 Country pages of the database

Figure 4 Page shown after selection Pakistan

Source <http://www.paycheck.pk/main/labour-laws>, accessed 13-6-'16

2.4 Pages per Labour Law topic

The content of each topic is shown in a separate webpage in the national website, always in the country national language. Paragraphs with text are followed by the list of the relevant regulations.

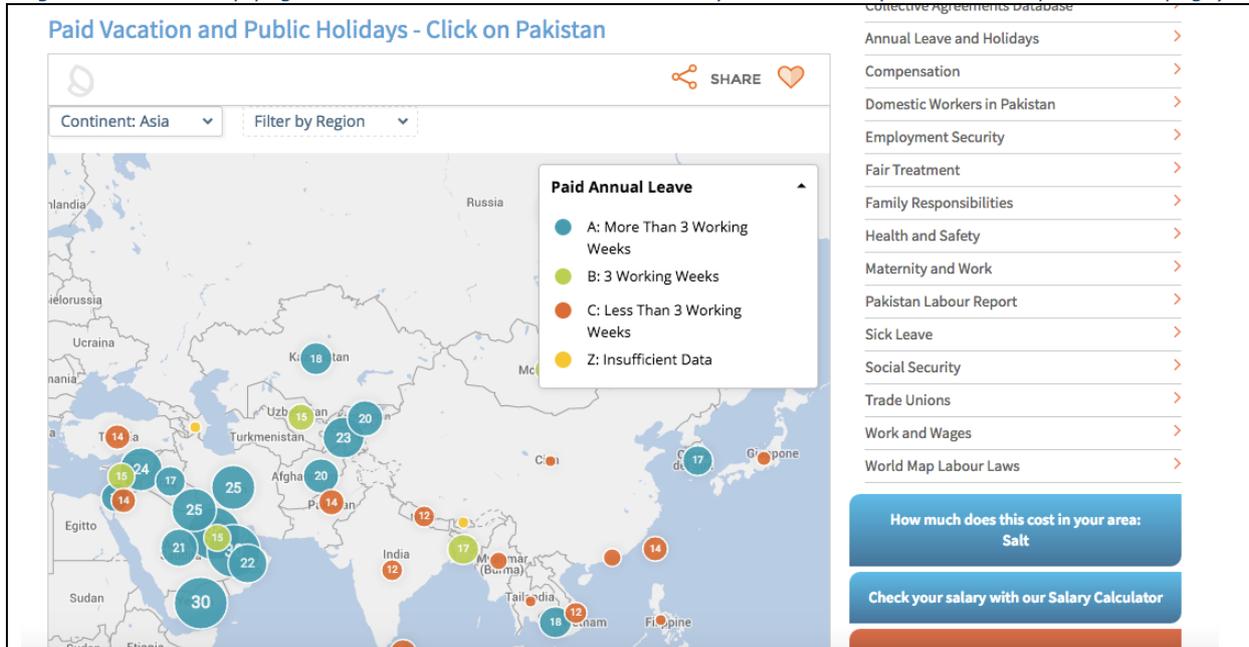
Figure 5 The Annual Leave and Holidays page (Pakistan website) (screenshot of partial web page)

Source <http://www.paycheck.pk/main/labour-laws/work-time-holiday>, accessed 13-6-'16

2.5 Labour Law Maps

National websites also contain a special section where labour law data are shown in the form of maps.

Figure 6 The map page about Paid Vacation and Public Holidays in Pakistan (screenshot of partial web page)



Source <http://www.paycheck.pk/main/labour-laws/world-map-labour-laws/paid-leave-in-pakistan>, accessed 13-6-'16

3 Coding the labour law

3.1 Introduction

As explained in section 2.3, the labour law of each country is coded according to 13 topics. For the coding, a coding scheme with a list of questions and answers has been developed. This section details the features related to the coding scheme. The full coding scheme is included in the Appendix.

To facilitate the coding process, COBRA has two auxiliary databases, called 'vocabularies' in COBRA. The database of holidays provides the coders for every newly entered country with a list of holidays to pick from. It happens the same with law names. Maintaining such a database is efficient, because the most common holidays do not need to be retyped for every new country, and because it prevents that the same holiday is registered twice with slightly different names. Also, when a law is the basis of more than one topic's provision, it doesn't have to be retyped (thus also spelling mistakes are avoided).

3.2 Topic 1: Work and Wages

This section aims to identify if the country has **minimum wage system** in place. It refers to the fact whether minimum wage has been set by law, collective bargaining, by tripartite consultations, wage boards/national tripartite council, or by national agreement between the bipartite partners. National minimum wages are generally referred to in national currency on monthly basis. The wages that we report in DecentWorkChecks are usually for unskilled workers. Countries usually set different types of wages for different regions (Pakistan, Indonesia), sectors (India, Sri Lanka), skill level (Pakistan, Nepal) or type of enterprises (as in Vietnam) and it is difficult to mention all these wages in DWC, so we mention only the lowest wage. Moreover, the detailed information on wage rates is included in the WageIndicator Minimum Wages Database.

The legal base for this indicator is found in Minimum Wage Fixing Convention, 1970 (No. 131). This Convention recommends taking into consideration both social factors (needs of workers and their families, cost of living/inflation, social security benefits) and economic factors (creation of employment, productivity, competitiveness etc.) while setting the minimum wage (article 3).

There are also other ILO Conventions which require establishment of minimum wage fixing and implementation machinery in all sectors of economy including the agriculture sector. The relevant conventions are Minimum Wage-Fixing Machinery Convention 1928 (No. 26) and Minimum Wage Fixing Machinery (Agriculture) Convention 1951 (No. 99).

The topic of work and wages also takes into account the **issue of protection and regular payment of wages**. The Protection of Wages Convention 1949 (No. 95) requires that wages must be paid regularly. It also indicates that intervals for payment of wages can be prescribed by national laws or regulations, agreed under a collective agreement or fixed by an arbitration award. Articles 11 and 12 of the Social Policy (Basic Aims and Standards) Convention 1962 (No. 117) require the employer maintain wage registers, direct payment of wages to the worker and payment of wages in legal tender. It also refers to the in-kind payment of wages, wage advances and wage deductions. National situation is reported in the database if the national labour and employment laws have clear provisions on regular payment of wages specifying the number of days within which wages must be paid after becoming due.

Legal Base: Article 3 of Minimum Wage Fixing Convention 1970 (No. 131); Article 23 of the Universal Declaration of Human Rights; Article 7 of the International Covenant on Economic, Social & Cultural Rights (Fair Wage clauses); Article 12 of Protection of Wages Convention 1949 (No. 95); Article 11 and 12 of Social Policy (Basic Aims and Standards) Convention 1962 (No. 117)

3.3 Topic 2: Compensation

The normal working hours as specified in ILO Conventions 1 and 30 are 8 hours a day and 48 hours a week. Convention 47 recommends adoption of a 40-hour work week. Business demands, sometimes, require workers to work extra hours. The first ILO Convention, adopted in 1919, required that working hours in any establishment should not be greater than 8 hours a day and 48-hours a week. Article 3 of the ILO Convention 1 also provided for certain exception in which this limit could be exceeded and workers could be asked to perform *overtime work*. Article 4 of this convention specifies that maximum working hours in a week should not exceed *56 hours on average*. Although ILO Convention 1 does not prescribe in what period this 56-hour average may be attained, we use this as a ceiling and if a country's maximum working hours (normal + overtime hours) exceed 56 hours in a week, it received a negative score. We also use this indicator in measuring existence of forced labour; if a worker is working over 56 hours in a work-week, he/she must be spending over 12 hours at the workplace which deprives him/her of the necessary 11 hour rest period in a day (taking into account long commutes). To a certain limit (maximum 56 hours in a week inclusive of overtime), workers are obliged to perform overtime work, if required by the employer. However, if an employer requires an employee to perform overtime work beyond that limit, he/she has the right to refuse.

In accordance with article 6 of the ILO Hours of Work (Industry) Convention, 1919 (No. 1), rate of overtime should not be less than one and one-quarter times (125%) the regular rate.

In accordance with article 8 of Night Work Convention 1990 (No. 171), compensation for night work should recognize the nature of night work (it brings more fatigue and a worker is cut-off from social circle). Similar point is made in article 8 of the accompanying recommendation on night work (No. 178), which emphasizes that such compensation should be in addition to the remuneration paid for the same work performed during the daytime. Night work is defined as the work performed during a period of at least 7 consecutive hours especially during the interval from midnight (12 am) to 5 am.

Similarly, those workers who have to perform work on weekly rest days or public holidays must be compensated fairly, which is additional to the normal wage rates, for working on these days. A country receives positive score only if it has enacted provisions regarding premium pay for working on night, weekly rest day and public holidays.

Legal Base: 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); Article 1 of the Forty-Hour Week Convention, 1935 (No. 47); Article 8 of Night Work Convention, 1990 (No. 171); Article 24 of Universal Declaration of Human Rights 1948

3.4 Topic 3: Annual Leave and Holidays

Paid annual leave is the period of time, during a year, when workers can take time off from their work while still receiving income and other benefits. The paid annual leave is in addition to public holidays, sick leave, casual leave and maternity/paternity leave. In accordance with article 3 of Holidays with Pay Convention (Revised), 1970 (No. 132), every worker, with one year of service, should be entitled to at least 3 working weeks of paid annual leave. Only those countries receive positive score, which have instituted a paid annual leave of at least 3 working weeks (15 working days).

ILO Conventions 1 (Hours of Work in Industry), 14 (weekly rest in industry) and 106 (weekly rest in commerce/offices) stipulate the general standard that workers enjoy a **weekly rest period** of at least 24 uninterrupted hours in every seven days. The ILO Conventions further provide that if a worker has to work over the weekend, a compensatory holiday of equivalent duration i.e., at least 24 hours, must be provided. Workers must also be provided with **paid public holidays** (as announced by the Government) and they have to be compensated in time or remuneration for working on public and customary holidays (C172).

Legal Base: Article 3 of Holidays with Pay Convention (Revised) 1970 (No. 132); Article 24 of Universal Declaration of Human Rights 1948; 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; Article 5 of Working Conditions (Hotels and Restaurants) Convention 1991 (No. 172)

3.5 Topic 4: Employment Security

An employment contract is an agreement between an employer and employee and is the basis of employment relationship. It regulates the terms and conditions of employment between employer and employees. A contract of employment may be written or oral however a worker must be provided with **written statement of employment particulars** at the start of his/her employment. This statement may be in the form of job offer letter/appointment letter or any other document signed by the employer and agreed to and signed by the employee as an acceptance to the terms and conditions.

No ILO instrument (i.e., a convention or recommendation) particularly mentions that workers may be provided written statement of employment particulars except the ILO Recommendation on Private Employment Agencies (No. 188), which requires that workers hired for third parties, through these employment agencies, must be provided with written employment contracts and particulars. Nonetheless, this is still an employment aspect of employment security and it is referred to in the DecentWorkCheck. If a country's law does not require an employer to provide "written statement of particulars to a new employee", it receives a negative score.

Employment protection measures require that workers on fixed term contracts may not be hired for tasks of permanent nature. **Fixed term contracts** are those contracts, which are entered into for a specific duration and mention an "expiry" date. If fixed term contracts workers are being hired for permanent tasks, workers are being forced into precarious employment. This aspect is also not clearly mentioned in any ILO instrument (i.e., a convention or recommendation) however it is still relevant to measure decent work. A country that allows hiring fixed term contract workers for tasks of permanent nature receives a negative score, i.e., a sad face. While mentioning national regulations under this indicator, we also mention maximum duration of fixed term contracts including renewals.

Probationary or qualifying period is a period of employment in which an employee's suitability for a particular job is assessed. ILO Convention 158 (on employment termination by employer) requires that "the employment of a worker shall not be

terminated unless there is a valid reason for such termination' (Article 4) and 'before he is provided an opportunity to defend himself' (Article 7). However, probationary workers usually don't get these protections and ILO Convention also allows these workers to be excluded. This Convention does not fix a probationary/trial period for employees rather it stipulates that probationary period must be of *reasonable duration* and determined in advance (Article 2). The reasonableness of probationary period is determined by the nature of the job, time needed to gain required proficiency as well as time to determine an employee's suitability for employment.

Probation period is usually fixed as 90 days however most of the global employment laws require a probationary period of three to six months. A country scores positively only if it has fixed probation period equal to or less than 6 months.

An employer is required to serve a **termination notice** before terminating services of an employee. The employer may also opt to pay compensation in lieu of notice. Moreover, the employer is not required to serve termination notice (or pay in lieu of) if the employee is guilty of serious misconduct (Art. 11, Convention 158 on Employment Termination). In order to protect employment, countries' laws should provide for reasonable notice periods in the case of employment termination (and only then they receive a positive score).

Severance Pay is the amount paid by the employer for terminating employment relationship, regardless of the reason for termination whether it is resignation by the employee or a worker is laid off due to redundancy (except in case of serious misconduct). In the case of employment termination, a worker is entitled to severance allowance or other separation benefits. The amount of these benefits may depend on the length of service and wage level of an employee. This allowance can be paid directly by employer or through a fund constituted by employers' contributions (Article 12 of Convention 158). Countries decide themselves a reasonable amount of severance pay. If a country does not provide severance allowance, it receives negative score. Severance pay is not payable if a worker is dismissed on account of serious misconduct.

Legal Base: Article 5 of the Private Employment Agencies Recommendation 1997 (No. 188); Article 2, 11 and 12 of the Termination of Employment Convention 1982 (No. 158)

3.6 Topic 5: Family Responsibilities

According to ILO Convention 156 on the subject, family responsibilities are responsibilities in relation to dependent children and other immediate family members who need care (sick, elder, infirm). Noting that notion of "family" and "family responsibilities" can take different forms in different cultures and societies, countries are allowed to define who are included under provisions of this convention.

Paternity leave is for the father around the time of birth of a child. Paternity leave is not found in any of the ILO conventions however it is becoming more of a norm in developed countries. Paternity leave is usually of short duration (1 day to two weeks) and is fully paid. A country receives positive score only if it requires employers to provide (paid or unpaid) paternity leave.

ILO Recommendation 165 (concerning workers with family responsibilities) supports provision of Parental leave. It recommends that after exhausting paternity and maternity leave, either parent should be able to obtain leave of absence, i.e., parental leave for taking care of infant(s). As indicated above, parental leave is different from maternity or paternity leaves and either parent (father or mother) can take this leave. Parental leave is usually of longer duration however paid at lower rates (or sometimes unpaid). Although either parent can take this leave, take-up rate for fathers is much lower than that for mothers.

ILO Recommendation regarding “Workers with Family Responsibilities” encourages governments to take measures for improving the quality of working life and special measures may be taken aiming at making flexible work arrangements with regard to working schedules, rest periods and holidays. Research has also shown the provision of flexible work practices (that help workers achieve work-life balance) positively impact job satisfaction, recruitment and retention, working environment and reduced stress, etc.

4 Legal Base: Workers with Family Responsibilities Convention, 1981 (No. 156); Workers with Family Responsibilities Recommendation, 1981 (No. 165)

4.1 Topic 6: Maternity and 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 marginalization/discrimination in the labour market due to their reproductive roles.

Maternity protection, by contributing to the maternal and child health, contributes to the attainment of Sustainable Development Goals. Similarly, maternity protection measures safeguard and increase women employment and labour market presence, and ensure income security by providing cash and medical benefits during the period.

There are different aspects of maternity protection of which maternity leave is only one such aspect. These aspects include health protection measures for pregnant and breast-feeding mothers, maternity leave, leave in case of pregnancy related illness, provision of cash and medical benefits, employment protection and non-discrimination, allowing nursing breaks to breast-feeding mothers.

Convention 183, adopted in year 2000, is the most recent and updated convention on the subject. It expands the scope of maternity protection to virtually all workers and provides for **at least** 14 weeks of paid maternity leave. Moreover, it provides guidance on different aspects of maternity protection. We use above-mentioned aspects of maternity protection as indicators in DecentWorkCheck. Only when a country's law provides benefits that are equal to or higher than those provided under Convention 183, it receives a positive score, i.e., a happy face.

Legal Base: Maternity Protection Convention, 2000 (No. 183), Article 11 of UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

4.2 Topic 7: Health and Safety

An important aspect of decent work is that it is safe work. Working conditions should be safe and healthy. According to ILO statistics, in every 15 seconds, one worker dies of occupational accident or disease. In these 15 seconds, 153 workers have a work-related accident, often leading to extended absence from work. Apart from the human cost of occupational safety and health failures, economic burden is estimated at 4% of Global GDP.

In a safe and healthy workplace, employers ensure that different chemical, physical and biological substances at workplaces don't pose risk to the health of workers; employers provide adequate protective clothing and equipment to prevent accidents or adverse effects to workers' health; employers have taken measures to deal with emergencies and there are adequate first aid arrangements available; workers co-operate with the employer to create and maintain a safe and healthy workplace; and workers are provided safety training by employers. A country scores positively if its labour law requires employers to **provide safe and healthy workplace; employer provides workers with free protective equipment and trains them to deal with workplace hazards and emergencies.**

An important mean to maintain safe workplace is the existence **of central and independent labour inspection system**. Labour inspectors inspect a workplace in order to assess risks to health and safety of workers from different processes at workplace. While labour inspection is essential for checking enforcement of all labour and employment laws, it is especially relevant in the context of occupational safety and health. The blaze in a garment factory in Karachi (Pakistan) in September 2012 and later incidents of building collapses in Bangladesh where hundreds of workers lost their lives sheds the light to the importance of labour inspection. Had labour department carried out inspection and discussed different hazards at work with management, these catastrophes would not have even taken place. A country scores positively if it has established a central and independent labour inspection system.

Legal Base: Occupational Safety and Health Convention 1981 (No. 155); Labour Inspection Convention 1947 (No. 81); Article 7 of the International Covenant on Economic, Social and Cultural Rights (ICESCR)

4.3 Topic 8: Sick Leave

Paid sick leave is an important aspect of social security (as indicated in various ILO Conventions and UN ICESCR) and comprises of two important components:

- Workers are provided leave from work during illness; and
- There is an income replacement program that replaces workers' earnings that they have lost due to illness/sickness

Paid sick leave protects worker's status and income during the period of sickness or injury by financial and health protection. Paid sick leave has its benefits as it prevents development of serious illness and reduces spreading of disease in workplace. Paid sick leave is usually provided through contributions, pay roll taxes or employers' funds.

Social Security (Minimum Standards) Convention, 1952 (No. 102) requires that workers be provided with a **sickness benefit**, which is equal to 45% of the normal wage rate. This sickness benefit usually starts after a waiting period of three days and must be paid for the first 6 months (26 weeks) of illness. A country scores positively on this indicator if its laws provide for paid sick leave during the first 6 months of illness and a sickness benefit equivalent to 45% of the normal wage rate.

Once a person gets sick, he/she is also in need of **medical care**. ILO Conventions 102 and 130 (Medical Care and Sickness Benefits Convention, 1969) require an employer to provide medical care to the insured/protected persons. Without reference to the cause, whether occupational or non-occupational accidents/disease, all types of contingencies including any morbid condition, pregnancy (and its consequences) and medical care of preventive nature is covered. Medical care is provided to maintain, restore or improve the health of a protected person (worker and his dependents) and his ability to work while attending to his personal needs as well. Under medical care, a protected person enjoys following benefits in the case of illness: preventive care; general practitioner care including home visits, specialist care, hospitalization, pharmaceutical supplies and pregnancy related care. Countries may impose a reasonable qualification period for affording medical care. Workers may also have to share the cost and countries may limit the duration of care benefits to 6 months (26 weeks). A country scores positively when its labour laws provide for medical care, at least for the first 6 months of illness.

While a sick worker is provided paid sick leave and medical care during the first 6 months of his/her illness, it is incidental to these provisions that he may not be fired during these months and his **employment must be secure for the first 6 months of his illness**. Article 6 of Convention 158 considers termination of a worker on the ground of temporary absence from work due to illness or injury as unfair termination. If a country's

law does not provide for employment security during the first 6 months of illness, that country's score decreases.

Employment or Work Injury is any morbid condition, incapacity for work, invalidity or loss of a faculty due to a work-connected accident or an occupational disease. Countries define themselves as to what constitutes "industrial accident" and "occupational disease" in their relevant country contexts. Employment Injury benefit is the oldest type of income replacement program. It also includes survivors' benefits in the case of a fatal accident leading to the death of a secured/insured worker. Employment Injury benefit programs include short term (temporary disability) and long term benefits (partial and total permanent disability) and survivors' benefits (dependent on the age of survivors). Employment injury benefit includes medical care services and cash benefits. Convention 102 requires that in the event of employment injury, workers be provided with periodic payments, corresponding to at least 50% of the reference wage in cases of incapacity for work (temporary or permanent disability). In the case of fatal accident, survivors are to be paid periodically at least 40% of the reference wage. These benefits can also be paid in lump-sum. There is usually no qualifying period for employment injury and survivors' benefits. These benefits, if paid periodically, are granted throughout the contingency (e.g., until a temporary disability persists or a disabled worker dies or a survivor beneficiary dies). A country scores positively only when the employment injury benefit is at least 50% of the reference wage.

Legal Base: Social Security (Minimum Standards) Convention, 1952 (No. 102)

4.4 Topic 9: Social Security

Social security is defined by ILO as "the protection which society provides for its members against the economic and social distress that otherwise would be caused by the stoppage or substantial reduction of earnings resulting from sickness, maternity, employment injury, unemployment, invalidity, old age and death; the provision of medical care; and the provision of subsidies for families with children". Social security measures that provide cash benefits in order to replace lost income in the event of old-age, invalidity, death of a worker or unemployment are called income maintenance programs and are our focus of attention here. These income maintenance programs can come in three forms; namely, employment related, means tested or universal programs. However, we consider only employment related programs in DecentWorkCheck. Old Age, Invalidity (disability due to a non-occupational disease/accident) and Survivors' benefits cover long-term risks and provide benefits for a longer duration, usually for life, quite opposite to the employment injury and sickness benefits which are comparatively of shorter duration.

Old-age pension/benefits are payable only once a worker has reached a statutory retirement age. Countries also specify various qualifying conditions (minimum years of employment, minimum years of contribution, etc.). Here again, we use provisions in the ILO Convention 102 as our criterion. Old-age benefit/pension, granted as periodic payment, must at least be 40% of the reference wage. Minimum age for pension may not be set higher than 65 years. However, keeping in view the higher life expectancy and working ability of individuals, countries may set higher pensionable age. In the wake of current economic crisis gripping the Eurozone, most of the countries have raised retirement age, which is now above 60 or even 65. **Invalidity benefit** is a long-term benefit payable in the case of partial or total permanent disability resulting from non-occupational injury/accident or disease prior to reaching the standard pensionable age. Provisions for invalidity benefit are quite similar (i.e. 40% of the reference wage) to those granted under old-age pensions and survivors' benefits.

In the case of death of a breadwinner, dependents (widow/er and children) of a worker are afforded survivors' benefits in order to cover the loss of support. **Survivors'**

benefits are paid as a percentage of the benefit granted to the deceased at death or the benefit to which worker would have been entitled to had he reached the pensionable age. Lifetime benefits are payable to widows who have children, have a disability or above a specific age. Survivors' benefits for children are payable only until a child reaches the age of 15 years or school leaving age (whichever is higher/ comes later).

Unemployment benefit is provided to compensate for the loss of earnings resulting from involuntary unemployment. An unemployed becomes eligible for unemployment benefit if he is capable of work and is actively seeking work. If a worker rejects suitable employment, this benefit may be suspended. Convention 102 requires that periodic payments under this benefit must at least be 45% of the reference wage. If a country does not provide unemployment or the gross replacement rate is lesser than 45%, it gets a negative score.

Pension, invalidity benefit and survivors' benefit are calculated on the basis of a worker's previous earnings or wages of a skilled manual male employee (referred to as the "reference wage").

Legal Base: Social Security (Minimum Standards) Convention, 1952 (No. 102); Universal Declaration of Human Rights (Article 22, 25); ICESCR (Article 9) and CEDAW (article 11)

4.5 Topic 10: Fair Treatment

Equal remuneration for all workers, referring to the rates of remuneration without discrimination on the basis of gender and any other discriminatory grounds as mentioned under *Equal treatment in employment*, is the fundamental requirement for promoting non-discrimination at the workplace. Equal pay is the first step in providing a level playing field for women workers. Violation of the principle of "equal pay for work of equal value" widens the currently existing gender, racial and geo-demographic pay gaps.

This gap exists when men and women receive different amount of money for work of equal or comparable value. The gender pay gap of roughly 18% means that women workers earn that much less per hour than their male counterparts. Gender pay gap is both cause and consequence of gender inequality. Equal remuneration is a fundamental right for all workers. A country receives positive score only when its constitution or labour code has relevant provision on respecting the right to equal remuneration for work of equal value.

Sexual harassment involves unwanted or unwelcome behaviour, which can offend, humiliate and intimidate a person while creating a hostile working environment.

Sexual harassment includes but is not limited to unwelcome sexual advances, verbal harassment or abuse, request for sexual favours, physical conduct or sexually demeaning attitude. Sexual harassment is a form of gender discrimination. Sexual harassment is a form of gender discrimination.

Any of the above mentioned acts is included in harassment, if it is unwelcomed and is causing interference in work performance or creating a hostile working environment or the harasser attempts to punish the complainant for refusal to comply with his/her requests and makes sexual favours a condition of employment. A country scores positively only when labour code or other employment related laws include a provision to prevent and penalize sexual harassment at the workplace.

The objectives of equal pay for equal value and **equality at work** can be achieved only when men and women are treated equally in all aspects of employment. ILO Convention on Discrimination in employment and occupation defines discrimination as "any distinction, exclusion or preference made on the basis of *race, colour, sex, religion, political opinion, national extraction or social origin*, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation". Other

prohibited grounds for discrimination, as provided under ILO Conventions 87, 98, 156, 158, 159, 162 and 183, include "Age, HIV/AIDS status, disability, family/marital status (family responsibilities), trade union membership and related activities". Other grounds include language, sexual orientation, marital status, physical appearance, and pregnancy/maternity. A country's labour code is juxtaposed against different grounds of discrimination and receives positive or negative score respectively. If a country receives negative score in 9 of the 16 grounds, a composite negative score is given to the country.

In order to achieve gender equality at work, both men and women should have **equal choice of profession** where laws do not put restrictions on engagement of women in certain occupations/industries. Occupational sex segregation is the phenomenon where men and women are concentrated in stereotypical types of work and different level of economic activity. Occupational segregation has two main types; vertical segregation where women are engaged in lower grades of work and horizontal segregation where women are limited to a narrower and smaller group of low paying occupations like education and health. Occupational segregation is also interlinked with the idea of equal pay for equal work and gender pay gap. Occupational sex segregation as a form of discrimination is also recognized in Convention on Discrimination (Employment and Occupation). We check occupational segregation by asking the question whether women can work in the same occupations/industries as men. If a labour code places restrictions on working of women in certain industries (restriction on working of pregnant women and working mothers in certain industries are not considered), that country receives a negative score.

Legal Base: Equal Remuneration Convention, 1951 (No. 100); Universal Declaration of Human Rights (Article 23); ICESCR (Article 7); CEDAW (Article 11); Discrimination (Employment and Occupation) Convention, 1958 (No. 111); Convention on the Rights of Persons with Disabilities (article 27)

4.6 Topic 11: Minors and Youth

According to ILO, Child Labour is defined as work that has the potential to deprive children of their childhood, their dignity and is also harmful for their physical, moral and mental development and it interferes with their education (either by not allowing them to attend school, leaving school prematurely i.e., without compulsory education or forcing them to combine school attendance with heavy work.). So, the question arises as to how should we differentiate between child labour and child work? This, according to ILO, depends upon age of the child, type and hours of work performed, working conditions as well as the development stage of individual countries. ILO Convention on Minimum Age requires that general minimum wage should not be less than compulsory school leaving age or 15 years, whichever age is higher. However, developing countries may initially set the lower minimum age of 14 years (12 years in case of light work).¹

A country receives a negative score if its constitution or labour code sets minimum age lower than 15 years (14 years for developing countries).

According to ILO Convention 138, "any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardize the health, safety or morals of young persons" is considered hazardous work. Another core ILO Convention on child labour (No. 182) considers hazardous work as one of worst forms of child labour. A child over the age of 15 years (or 14 years in a developing country case) but less than 18 years is called "young person/worker or adolescent". Minimum age for hazardous work is

¹ For a classification of countries by income level, please follow this World Bank link.

http://data.worldbank.org/about/country-classifications/country-and-lending-groups#Low_income

set at 18 years however under certain conditions, this may be lowered to 16 years (only for developing countries under strict conditions and in consultation with worker and employer representative bodies). A young person can't be allowed to engage in hazardous work activity (night work is prohibited for young workers). A country receives positive score if minimum age for hazardous work is set as 18 years or higher.

Legal Base: Article 2 and 3 of Minimum Age Convention 1973 (No. 138); Article 32 of the Convention on Rights of Child; Worst Forms of Child Labour Convention, 1999 (No. 182)

4.7 Topic 12: Forced Labour

According to ILO, **forced labour** is any type of work or kind of service in which someone engages involuntarily and under some implied coercion or a manifest threat of penalty or oppressive measure. Bonded Labour (which is a special type of Forced Labour) exists mainly in Asian and agricultural societies. Actually, this type of labour mostly exists in cases where monetary/financial deals occur such as loans, which if the debtor is unable to pay, he has to serve the creditor for some specified or unspecified term.

Forced or Compulsory labour does not include "compulsory military service, work performed in execution of a sentence awarded by a court of law, community service, work in emergency situation, etc.". Forced labour is a punishable penal offence. ILO Convention 105 requires states to take steps to suppress use of forced labour: as a means of political coercion; for purposes of economic development; as a means of all types of discrimination; or as a punishment for participation in strike. A country receives positive score for this indicator if its constitution and labour code prohibit forced/compulsory labour and declare it a penal offence.

Workers, like employers, must be able to **sever the employment relationship by serving a reasonable notice**, as determined in labour code or collective agreements. Labour Code must have provision regarding contract termination by a worker after serving due notice.

Limit to maximum hours has already been dealt with under the compensation topic. If a country's labour code (collective agreements) allows working more than 56 hours in a week (or does not restrict the maximum working hours), this is quite akin to forced labour and the country receives a negative score.

Legal Base: Forced Labour Convention, 1930 (No. 29), Article 8 of the International Covenant On Civil and Political Rights

4.8 Topic 13: Trade Unions

Freedom of association and the right to bargain collectively are fundamental rights. These are the enabling rights and all other aspects of decent work namely abolition of forced labour and child labour, equality at work are attained only once workers have been granted these rights. Right to form and join associations is integral to democracy and is crucial to realize decent work. Workers, without distinction, have the right to form and join a union without previous authorization. Moreover, both workers and employers have the right to join federations and confederations, which have the right to affiliate with international organizations. Freedom of Association principle is applicable not only to the workers in the private sector but also to civil servants and other public sector workers. Public sector employees (with the exception of police and armed forces, as provided in article 9 of ILO Convention 87) have the right to form and join associations/unions of their own choice without any previous authorization. We use ILO CFA and CECACR reports to see whether country's collective relations law is consistent

with ILO provisions on freedom of association and give a positive or negative score. A country receives positive score only if their constitution allows freedom of association and its labour law provides for the right to form and join association with very limited exclusions.

Workers have the **right to organize and bargain collectively** with their employers in order to improve their working conditions. Collective bargaining is the voluntary negotiation between workers' and employers' organizations to regulate the employment terms and condition through collective agreement. It engages both employers' and workers' organizations to collectively address socio-economic concerns and promotes a peaceful working environment. Collective bargaining and freedom of association are interlinked rights. Collective bargaining and social dialogue can't be achieved without independent workers' and employers' organizations. A country receives positive score if it allows collective bargaining between employer and worker organization without any interference from government.

Right to strike, though not specifically mentioned in ILO Conventions, is recognized by international labour standards however this is usually restricted in law and practice throughout the world. It is one of the essential means employed by workers to promote and defend their social and economic interests. Right to strike is incidental to the right to organize and bargain collectively. Strikes can take many forms, namely the strike on socio-economic issues relating to the workplace, political strikes (protesting against government's policies), sympathy strikes, etc. A country scores negatively if there are outright prohibitions on strikes; legal requirements preventing the use of this right; restrictions on strikes in sectors which are not essential in nature; restrictions on strikes by public servants (civil servants who exercise authority in the name of the state are excluded); and provisions on introduction of compulsory arbitration exist before industrial action has even started.

Legal Base: Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention 1949 (No. 98); Universal Declaration of Human Rights (article 20); ICESCR (article 8); Article 22 of the International Covenant On Civil and Political Rights

5 Appendix 1 Codebook of the database

5.1 Topic 1: Work and Wages

Variable name	Variable label
workwages_regulations	Select Regulations that are applicable
workhours_minwage_text_en	Text box (appears in Plone / PDF) (ENGLISH)
workhours_minwage_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
workhours_minwage_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
workhours_minwage_check	Scoring question 1: Is there any legislation relating to minimum wages in your country?
workhours_minwage_set	How are minimum wages set?
workhours_minwage_update	Is the updating of the minimum wage regulated by the legislation?
workhours_minwage_cover	Does the legislation provide that the minimum wage must cover the living expenses of the employee?
workhours_minwage_tripartite	Is the national minimum wage set by government after (non-binding) tripartite consultations?
workhours_minwage_rule	Is the government bound by fixed rule (index-based minimum wage)?
workhours_minwage_binding	Is the national minimum wage extended and made binding by law and/or Ministerial decree?
workhours_minwage_tripartite2	Is the national minimum wage set through tripartite negotiations?
workhours_minwage_judges	Is the minimum wage set by judges or expert committee, as in award-system?
workhours_minwage_complaints	Is there a government institution for minimum wage complaints?
workhours_minwage_labourinspectorate	Does the Labour Inspectorate investigate minimum wage compliance?
workhours_minwage_sanctions	Are there legal sanctions if compliance is lacking?
workhours_regular_pay_text_en	Text box (appears in Plone / PDF) (ENGLISH)
workhours_regular_pay_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
workhours_regular_pay_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
workhours_regular_pay_check	Scoring question 2: Does the law require wages to be paid on a regular basis? (monthly, weekly, etc)
workhours_regular_pay_days_before_payment	Within how many days the wages have to be paid at the end of a wage period?

5.2 Topic 2: Compensation

Variable name	Variable label
compensation_regulations	Select Regulations that are applicable
workhours_overtime_pay_text_en	Text box (appears in Plone / PDF) (ENGLISH)
workhours_overtime_pay_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
workhours_overtime_pay_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
workhours_trigger	Are maximum working hours agreed?
legalworkhoursweek	What are the legal maximum working hours per week, excluding overtime? (1 - 60)
legalworkhours_public	Do these standard working hours apply to public sector workers?
legalworkhours_private	Do these standard working hours apply to private sector workers?
legalworkhours_informal	Do these standard working hours apply to informal workers?
legalworkhours_exporting	Do these standard working hours apply to exporting zones?
legalworkhours_allindustries	Do these standard working hours apply to all or to some industries only?
legalworkhours_EXSECTOR1	Which industries are excluded?
overtimehours_trigger	Are maximum overtime hours agreed?

Variable name	Variable label
overtimehours_period	What period is covered for the overtime hours?
overtimehours_max_day	What are the legal maximum overtime hours per day?
overtimehours_max_week	What are the legal maximum overtime hours per week?
overtimehours_max_fortnight	What are the legal maximum overtime hours per fortnight?
overtimehours_max_month	What are the legal maximum overtime hours per month?
overtimehours_max_quarter	What are the legal maximum overtime hours per quarter?
overtimehours_max_year	What are the legal maximum overtime hours per year?
overtimecomp_trigger	Section 6.2. Is there compensation for overtime work?
overtimecomp1	How is overtime compensation above 48 hours of work arranged?
overtimecomp2	What percentage of regular hourly wage for hours above 48 is paid as overtime payment?
overtimecomp3	How many replacement hours has the employer to offer per hour overtime?
workhours_overtime_pay_premium_check	Scoring question 3: Does the law require employer to pay overtime premium?
workhours_nightwork_text_en	Text box (appears in Plone / PDF) (ENGLISH)
workhours_nightwork_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
workhours_nightwork_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
workhours_nightwork_check	Scoring question 4: Does the law require employer to compensate for night work through premium payments or reduced work hours?
workhours_nightwork_premium_provided	Is the night premium provided in collective bargaining agreements?
workhours_nightwork_premium_or_reducedhours	Is a premium for night work agreed or are the work hours reduced for night workers, or both?
workhours_nightwork_premium_percentage	Premium in % of basic wage for regular night work
leave_compensatory_rest_text_en	Text box (appears in Plone / PDF) (ENGLISH)
leave_compensatory_rest_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
leave_compensatory_rest_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
leave_compensatory_rest_compensation_check	Scoring question 5: Does the law require compensatory rest for working on a weekly rest day or a public holiday?
leave_compensatory_work_text_en	Text box (appears in Plone / PDF) (ENGLISH)
leave_compensatory_work_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
leave_compensatory_work_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
leave_compensatory_work_weekly_rest_check	Are there regulations for compensation of work on weekly rest days?
leave_compensatory_work_weekly_rest_arranged	How is compensation of work on weekly rest days arranged?
leave_compensatory_work_weekly_rest_hourly_wage_percentage	What percentage of regular hourly wage is set for for working on weekly rest day?
leave_compensatory_work_weekly_rest_replacement_hours	How many replacement hours has the employer to offer per hour overtime?
leave_compensatory_work_public_holidays_check	Are there regulations for compensation of work on public holidays?
leave_compensatory_work_public_holidays_arranged	How is compensation of work on public holidays arranged?
leave_compensatory_work_public_holidays_hourly_wage_percentage	What percentage of regular hourly wage is set for for working on public holidays?
leave_compensatory_work_public_holidays_replacement_hours	How many replacement hours has the employer to offer per hour overtime?
leave_compensatory_work_compensation_check	Scoring question 6: Does the law require monetary compensation (premium payment) for working on a weekly rest day and a public holiday?

5.3 Topic 3: Annual Leave and Holidays

Variable name	Variable label
leave_regulations	Select Regulations that are applicable
leave_annualleave_text_en	Text box (appears in Plone / PDF) (ENGLISH)
leave_annualleave_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
leave_annualleave_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
holiday_trigger	Section 6.5. Is a legal annual vacation period agreed?
legalholidayyear_type	Is the legal annual vacation period agreed in working days or calander days?
legalholidayyear	What is the legal vacation period for a worker with one year of service? (0 - 365)
legalholidayyear_public	Does this vacation period apply to public sector workers?
legalholidayyear_private	Does this vacation period apply to private sector workers?
legalholidayyear_informal	Does this vacation period apply to informal workers?
legalholidayyear_paid	Does the legal regulation oblige employers to pay workers during this vacation?
leave_annualleave_pay_during_leave_percentage	How much are workers paid during their annual leave?
leave_annualleave_3_weeks_check	Scoring question 7: Does the Law require paid annual leave of at least 3 working weeks (15 working days)?
leave_pay_publicolidays_text_en	Text box (appears in Plone / PDF) (ENGLISH)
leave_pay_publicolidays_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
leave_pay_publicolidays_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
legalbankholidays	Which national public holidays are agreed?
leave_pay_publicolidays_payed_check	Scoring question 8: Does the law require that workers are given paid days-off on national public holidays?
leave_weekly_rest_text_en	Text box (appears in Plone / PDF) (ENGLISH)
leave_weekly_rest_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
leave_weekly_rest_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
workdays_trigger	Section 6.3. Is a standard number of working days per week agreed?
legalworkdaysweek	What is the legal number of working days per week? (1 - 7)
legalworkdays_sunday	Is Sunday commonly a non-working day for standard fulltime workers?
legalworkdays_saturday	Is Saturday commonly a non-working day for standard fulltime workers?
legalworkdays_other1	Are there other common non-working day for standard fulltime workers?
legalworkdays_other2	Which days?
leave_weekly_rest_law_required_check	Scoring question 9: Does the law require a weekly rest day?
leave_weekly_rest_hours_check	Is the weekly rest expressed in hours?
leave_weekly_rest_hours_amount	How many hours of weekly rest are provided?

5.4 Topic 4: Employment Security

Variable name	Variable label
employment_security_regulations	Select Regulations that are applicable
employment_security_written_employment_text_en	Text box (appears in Plone / PDF) (ENGLISH)
employment_security_written_employment_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
employment_security_written_employment_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
employment_security_written_employment_days	Within how many days do workers get a written employment contract, statement of employment particulars or an appointment letter at the start of their employment?
employment_security_written_employment	Scoring question 10: Does the Law require written employment

Variable name	Variable label
ment_check	contracts (or written employment particulars in the absence of written contracts) to be provided to workers at the commencement of employment?
employment_security_fixedterm_contracts_text_en	Text box (appears in Plone / PDF) (ENGLISH)
employment_security_fixedterm_contracts_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
employment_security_fixedterm_contracts_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
employment_security_fixedterm_trigger	Does the Law have provisions on individual employment contracts?
employment_security_fixedterm_max_months	What is the maximum length of a single fixed term contract? (In MONTHS)
employment_security_fixedterm_max_renewals	What is the number of renewals that is allowed for a single fixed term contract?
employment_security_fixedterm_max_months_with_renewals	What is the maximum length of a fixed term contract including renewals? (In MONTHS)
employment_security_fixedterm_restrict_hire	Scoring question 11: Does the law restrict hiring of fixed term contract workers for tasks of permanent nature?
employment_security_probation_text_en	Text box (appears in Plone / PDF) (ENGLISH)
employment_security_probation_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
employment_security_probation_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
probation_trigger	Scoring question 12: Does the law provide for a probation period?
jobtypeprobation1	Is this probation period broken down by jobtypes?
jobtypeprobation2	For which jobs (max 5)
durationprobation	What is the duration of this probation/trial period for a manual skilled worker in DAYS?
employment_security_notice_text_en	Text box (appears in Plone / PDF) (ENGLISH)
employment_security_notice_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
employment_security_notice_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
duenotice_trigger	Scoring question 13: Does the law require that a notice be served to the other party before terminating the employment contract?
duenotice	What is the duration of this notice period for a manual skilled worker after one year of service, in DAYS?
duenotice_5_tenure	What is the duration of this notice period for a manual skilled worker after 5 years of service, in DAYS?
employment_security_severance_text_en	Text box (appears in Plone / PDF) (ENGLISH)
employment_security_severance_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
employment_security_severance_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
severance_trigger	Scoring question 14: Does the law require an employer to pay severance pay to a worker on contract termination (without worker's fault)?
severance	Is severance pay offered in number of days, percentage of former monthly salary or through a fund?
severance_perc	For a worker with 5 years of service, what percentage of monthly salary is paid as severance pay?
severance_perc_1_tenure	For a worker with 1 year of service, what percentage of monthly salary is paid as severance pay?
severance_number	For a worker with 5 years of service, how many days' wages are paid as severance pay?
severance_number_1_tenure	For a worker with 1 year of service, how many days' wages are paid as severance pay?
employment_security_severance_dismissal_type	Severance pay is paid for:

5.5 Topic 5: Family Responsibilities

Variable name	Variable label
family_responsibilities_regulations	Select Regulations that are applicable
family_responsibilities_paternity_text_en	Text box (appears in Plone / PDF) (ENGLISH)
family_responsibilities_paternity_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
family_responsibilities_paternity_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
family_responsibilities_paternity_check	Scoring question 15: Does the law require paternity leave for new fathers?
family_responsibilities_paternity_duration	What is the total duration in days of paid paternity leave at the time of delivery?
family_responsibilities_paternity_replacement	What is the wage replacement rate (in percentage of normal wage) for paternity leave?
family_responsibilities_paternity_payer	Who pays for paternity leave?
family_responsibilities_parental_text_en	Text box (appears in Plone / PDF) (ENGLISH)
family_responsibilities_parental_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
family_responsibilities_parental_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
family_responsibilities_parental_check	Scoring question 16: Does the law require parental leave for parents?
family_responsibilities_parental_paid_unpaid	Does the law provide for paid or unpaid parental leave?
family_responsibilities_parental_duration	What is the total duration in days of parental leave?
family_responsibilities_parental_replacement	What is the wage replacement rate (in percentage of normal wage) for parental leave?
family_responsibilities_parental_payer	Who pays for parental leave?
family_responsibilities_other_text_en	Text box (appears in Plone / PDF) (ENGLISH)
family_responsibilities_other_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
family_responsibilities_other_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
family_responsibilities_other_check	Scoring question 17: Does the law require that parents with minor children or workers with other family responsibilities be provided with flexible time or part time work options?

5.6 Topic 6: Maternity and Work

Variable name	Variable label
maternity_regulations	Select Regulations that are applicable
maternity_medical_text_en	Text box (appears in Plone / PDF) (ENGLISH)
maternity_medical_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
maternity_medical_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
maternity_medical_check	Scoring question 18: Does the law require that pregnant workers be provided free ante and post natal medical care?
maternity_no_harmful_work_text_en	Text box (appears in Plone / PDF) (ENGLISH)
maternity_no_harmful_work_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
maternity_no_harmful_work_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
maternity_no_harmful_work_check	Scoring question 19: Does the law require that pregnant and nursing workers must not be engaged in hazardous work?
maternity_leave_text_en	Text box (appears in Plone / PDF) (ENGLISH)
maternity_leave_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
maternity_leave_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
matleave_trigger	Section 9.1. Does the Law have provisions on maternity leave?
matleaveduration	What is the duration of this maternity leave in WEEKS?

Variable name	Variable label
maternity_leave_check	Scoring question 20: Does the law require that pregnant workers be provided with at least 14 weeks of maternity leave?
maternity_income_text_en	Text box (appears in Plone / PDF) (ENGLISH)
maternity_income_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
maternity_income_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
maternity_income_percentage	What percentage of the monthly salary does a worker get during maternity leave?
maternity_income_payer	Who pays for maternity leave?
maternity_income_check	Scoring question 21: Does the law require that workers be paid at least 67% of their monthly wage during the term of maternity leave?
maternity_dismissal_protection_text_en	Text box (appears in Plone / PDF) (ENGLISH)
maternity_dismissal_protection_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
maternity_dismissal_protection_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
maternity_dismissal_protection_check	Scoring question 22: Does the law require that workers be protected from dismissals during pregnancy and maternity leave?
maternity_return_same_position_text_en	Text box (appears in Plone / PDF) (ENGLISH)
maternity_return_same_position_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
maternity_return_same_position_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
maternity_return_same_position_check	Scoring question 23: Does the law guarantee the right to return to same position after availing maternity leave?
maternity_nursing_breaks_text_en	Text box (appears in Plone / PDF) (ENGLISH)
maternity_nursing_breaks_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
maternity_nursing_breaks_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
maternity_nursing_breaks_check	Scoring question 24: Does the law provide for breastfeeding breaks for nursing mothers?
maternity_nursing_breaks_duration	What is the duration of breastfeeding breaks, as provided by the law?
maternity_nursing_breaks_length	What is the length (age of the child in MONTHS) of breastfeeding breaks, as provided by the law?

5.7 Topic 7: Health and Safety

Variable name	Variable label
health_and_safety_regulations	Select Regulations that are applicable
health_and_safety_employercare_text_en	Text box (appears in Plone / PDF) (ENGLISH)
health_and_safety_employercare_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
health_and_safety_employercare_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
health_and_safety_employercare_check	Scoring question 25: Does the law require employers to protect workers' health and safety?
health_and_safety_free_protection_text_en	Text box (appears in Plone / PDF) (ENGLISH)
health_and_safety_free_protection_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
health_and_safety_free_protection_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
health_and_safety_free_protection_check	Scoring question 26: Does the law require that free protective equipment be provided to workers and other protective measures be taken without any cost to the workers?
health_and_safety_training_text_en	Text box (appears in Plone / PDF) (ENGLISH)
health_and_safety_training_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
health_and_safety_training_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
health_and_safety_training_check	Scoring question 27: Does the law require the employer to train

Variable name	Variable label
	workers on health and safety issues?
health_and_safety_labour_inspection_system_text_en	Text box (appears in Plone / PDF) (ENGLISH)
health_and_safety_labour_inspection_system_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
health_and_safety_labour_inspection_system_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
health_and_safety_labour_inspection_system_check	Scoring question 28: Does the law provide for a central and independent labour inspection system in line with the requirements of Labour Inspection Convention, 1947 (No. 81)?

5.8 Topic 8: Sick Leave

Variable name	Variable label
work_sickness_regulations	Select Regulations that are applicable
work_sickness_paid_sick_leave_text_en	Text box (appears in Plone / PDF) (ENGLISH)
work_sickness_paid_sick_leave_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
work_sickness_paid_sick_leave_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
work_sickness_paid_sick_leave_trigger	Does the Law has any provisions on sick leave?
work_sickness_paid_sick_leave_duration	What is the maximum duration of sick leave in DAYS?
work_sickness_paid_sick_leave_percentage	What percentage of the monthly salary does a worker with 5 years of service get during the first 6 months of sick leave?
work_sickness_paid_sick_leave_check	Scoring question 29: Does the law provide for paid sick leave (at least 45% of the reference wage) for at least first 6 months of illness?
work_sickness_medical_care_text_en	Text box (appears in Plone / PDF) (ENGLISH)
work_sickness_medical_care_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
work_sickness_medical_care_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
work_sickness_medical_care_check	Scoring question 30: Does the law provide for medical care at least for the first 6 months of illness?
work_sickness_job_security_text_en	Text box (appears in Plone / PDF) (ENGLISH)
work_sickness_job_security_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
work_sickness_job_security_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
work_sickness_job_security_duration	For how long does the law provide job security during illness? (in MONTHS)
work_sickness_job_security_check	Scoring question 31: Does the law provide job security during the first 6 months of illness?
work_sickness_disability_text_en	Text box (appears in Plone / PDF) (ENGLISH)
work_sickness_disability_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
work_sickness_disability_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
work_sickness_disability_trigger	Are employees entitled to employment injury benefit?
work_sickness_disability_permanent_percentage	What percentage of monthly salary is paid as employment injury benefit in the case of permanent total disability?
work_sickness_disability_temporary_percentage	What percentage of monthly salary is paid as employment injury benefit in the case of temporary total disability?
work_sickness_disability_survivors_benefit_percentage	What percentage of salary is paid to the spouse as a survivors' benefit?
work_sickness_disability_check	Scoring question 32: Does the law provide for different kinds of work injury benefit payable at the rate of at least 50% of the reference wage?

5.9 Topic 9: Social Security

Variable name	Variable label
social_security_regulations	Select Regulations that are applicable
social_security_pension_rights_text_en	Text box (appears in Plone / PDF) (ENGLISH)
social_security_pension_rights_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
social_security_pension_rights_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
social_security_pension_rights_trigger	Does the employer have to pay social security contribution on behalf of the worker?
social_security_pension_rights_women_age_full	At what age can a woman retire and receive full pension?
social_security_pension_rights_men_age_full	At what age can a man retire and receive full pension?
social_security_pension_rights_women_age_early	At what age can a woman retire and receive early/partial pension?
social_security_pension_rights_men_age_early	At what age can a man retire and receive early/partial pension?
social_security_pension_rights_contribution_years	How many years of contribution are required for full pension?
social_security_pension_rights_percentage	What percentage of the reference wage is the old-age benefit/pension?
social_security_pension_rights_check	Scoring question 33: Does the law provide for (old age) pension rights for workers payable at the rate of at least 40% of the reference wage?
social_security_survivors_benefit_text_en	Text box (appears in Plone / PDF) (ENGLISH)
social_security_survivors_benefit_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
social_security_survivors_benefit_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
social_security_survivors_benefit_pension_percentage	What percentage of the old age pension that a worker was getting or would have got if reached the retirement age is the survivors' benefit for a widow(er) with two children?
social_security_survivors_benefit_check	Scoring question 34: Does the law provide for survivors'/ dependents' benefits payable at the rate of at least 40% of the reference wage?
social_security_unemployment_benefit_text_en	Text box (appears in Plone / PDF) (ENGLISH)
social_security_unemployment_benefit_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
social_security_unemployment_benefit_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
social_security_unemployment_benefit_trigger	Does the law provide for unemployment benefit?
social_security_unemployment_benefit_rate_or_amount	Is the employment benefit a rate (percentage of the reference wage) or an amount?
social_security_unemployment_benefit_rate	What is the replacement rate of unemployment benefit?
social_security_unemployment_benefit_minimum_amount	What is the minimum amount of unemployment benefit received by a worker per day?
social_security_unemployment_benefit_maximum_amount	What is the maximum amount of unemployment benefit received by worker per day?
social_security_unemployment_benefit_length	How long is the unemployment benefit provided in MONTHS?
social_security_unemployment_benefit_check	Scoring question 35: Does the law provide for unemployment benefit payable at the rate of at least 45% of the reference wage?
social_security_invalid_benefit_text_en	Text box (appears in Plone / PDF) (ENGLISH)
social_security_invalid_benefit_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
social_security_invalid_benefit_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
social_security_invalid_benefit_pension_percentage	What percentage of the old age pension is invalidity benefit?
social_security_invalid_benefit_check	Scoring question 36: Does the law provide for invalidity benefits payable at the rate of at least 40% of the reference wage?

5.10 Topic 10: Fair Treatment

Variable name	Variable label
fair_treatment_regulations	Select Regulations that are applicable
fair_treatment_equal_pay_text_en	Text box (appears in Plone / PDF) (ENGLISH)
fair_treatment_equal_pay_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
fair_treatment_equal_pay_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
fair_treatment_equal_pay_check	Scoring question 37: Does the law (constitution, labour code, equal treatment law) require equal pay for equal work without any discrimination (esp. gender)?
fair_treatment_equal_pay_recognized_where	Where is the right to equal pay for equal work recognized?
fair_treatment_sexual_harassment_text_en	Text box (appears in Plone / PDF) (ENGLISH)
fair_treatment_sexual_harassment_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
fair_treatment_sexual_harassment_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
fair_treatment_sexual_harassment_prohibited_where	Where is sexual harassment prohibited?
fair_treatment_sexual_harassment_punishment_in_law	Does the law provide for proper punishment in case of sexual harassment?
fair_treatment_sexual_harassment_punishment_provided	Which punishment is provided by the law?
fair_treatment_sexual_harassment_check	Scoring question 38: Does the law (constitution, labour code, equal treatment or sexual harassment law) prohibit sexual harassment at work and provide for some penalties?
fair_treatment_discrimination_text_en	Text box (appears in Plone / PDF) (ENGLISH)
fair_treatment_discrimination_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
fair_treatment_discrimination_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
fair_treatment_discrimination_check_sex_gender	Scoring question 39 (I): Sex/gender
fair_treatment_discrimination_check_sex_gender_found	Where can this provision be found?
fair_treatment_discrimination_check_race	Scoring question 39 (II): Race
fair_treatment_discrimination_check_race_found	Where can this provision be found?
fair_treatment_discrimination_check_colour	Scoring question 39 (III): Colour
fair_treatment_discrimination_check_colour_found	Where can this provision be found?
fair_treatment_discrimination_check_religion	Scoring question 39 (IV): Religion
fair_treatment_discrimination_check_religion_found	Where can this provision be found?
fair_treatment_discrimination_check_political_opinion	Scoring question 39 (V): Political opinion
fair_treatment_discrimination_check_political_opinion_found	Where can this provision be found?
fair_treatment_discrimination_check_nationality	Scoring question 39 (VI): Nationality/Place of Birth
fair_treatment_discrimination_check_nationality_found	Where can this provision be found?
fair_treatment_discrimination_check_social_origin	Scoring question 39 (VII): Social Origin/Caste
fair_treatment_discrimination_check_social_origin_found	Where can this provision be found?
fair_treatment_discrimination_check_family_status	Scoring question 39 (VIII): Family responsibilities/family status
fair_treatment_discrimination_check_family_status_found	Where can this provision be found?
fair_treatment_discrimination_check_age	Scoring question 39 (IX): Age

Variable name	Variable label
fair_treatment_discrimination_check_age_found	Where can this provision be found?
fair_treatment_discrimination_check_disability	Scoring question 39 (X): Disability/HIV-AIDS
fair_treatment_discrimination_check_disability_found	Where can this provision be found?
fair_treatment_discrimination_check_union_membership	Scoring question 39 (XI): Trade union membership and related activities
fair_treatment_discrimination_check_union_membership_found	Where can this provision be found?
fair_treatment_discrimination_check_language	Scoring question 39 (XII): Language
fair_treatment_discrimination_check_language_found	Where can this provision be found?
fair_treatment_discrimination_check_sexorient	Scoring question 39 (XIII): Sexual orientation
fair_treatment_discrimination_check_sexorient_found	Where can this provision be found?
fair_treatment_discrimination_check_marital_status	Scoring question 39 (XIV): Marital status
fair_treatment_discrimination_check_marital_status_found	Where can this provision be found?
fair_treatment_discrimination_check_physical_appearance	Scoring question 39 (XV): Physical appearance
fair_treatment_discrimination_check_physical_appearance_found	Where can this provision be found?
fair_treatment_discrimination_check_pregnancy_maternity	Scoring question 39 (XVI): Pregnancy / Maternity
fair_treatment_discrimination_check_pregnancy_maternity_found	Where can this provision be found?
fair_treatment_right_to_work_text_en	Text box (appears in Plone / PDF) (ENGLISH)
fair_treatment_right_to_work_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
fair_treatment_right_to_work_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
fair_treatment_right_to_work_check	Scoring question 40: Can women work in the same industries as men without any stereotyping on the basis of gender?

5.11 Topic 11: Minors and Youth

Variable name	Variable label
children_at_work_regulations	Select Regulations that are applicable
children_at_work_under_15_text_en	Text box (appears in Plone / PDF) (ENGLISH)
children_at_work_under_15_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
children_at_work_under_15_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
children_at_work_under_15_min_age	What is the minimum age to enter into employment?
children_at_work_under_15_education_age	What is the compulsory education age in the country? (in YEARS)
children_at_work_under_15_check	Scoring question 41: Does the law prohibit employment of children under the age of 15 years (14 years for low-income and lower-middle-income economies)?
children_at_work_hazardous_work_text_en	Text box (appears in Plone / PDF) (ENGLISH)
children_at_work_hazardous_work_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
children_at_work_hazardous_work_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
children_at_work_hazardous_work_min_age	What is the minimum age for hazardous work?
children_at_work_overtime_prohibited	Is overtime work prohibited under the age of 18?
children_at_work_nightwork_prohibited	Is night work prohibited under the age of 18?
children_at_work_hazardous_work_ch	Scoring question 42: Does the law prohibit employment of children in

Variable name	Variable label
eck	hazardous work under the age of 18 years?

5.12 Topic 12: Forced Labour

Variable name	Variable label
forced_bonded_regulations	Select Regulations that are applicable
forced_bonded_labour_text_en	Text box (appears in Plone / PDF) (ENGLISH)
forced_bonded_labour_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
forced_bonded_labour_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
forced_bonded_right_to_quit_check	Scoring question 43: Does the law (constitution, labour code, special law or penal code) prohibit forced labour?
forced_bonded_right_to_quit_found	Where can this provision be found?
forced_bonded_right_to_quit_sanctions	What are the sanctions?
forced_bonded_right_to_quit_text_en	Text box (appears in Plone / PDF) (ENGLISH)
forced_bonded_right_to_quit_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
forced_bonded_right_to_quit_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
forced_bonded_labour_resign_notice	How much time before resigning is the worker with 5 years of service required to serve notice? (in DAYS)
forced_bonded_labour_choose_occupation	Does the Constitution provide for the right to choose occupation/profession?
forced_bonded_labour_check	Scoring question 44: Does the law allow workers to change jobs without pressure (can a worker terminate the contract after serving reasonable notice - not longer than what is required for the employer)?
forced_bonded_inhumane_working_conditions_text_en	Text box (appears in Plone / PDF) (ENGLISH)
forced_bonded_inhumane_working_conditions_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
forced_bonded_inhumane_working_conditions_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
forced_bonded_inhumane_working_conditions_limit_weekly_overtime	Scoring Question 45: Does the law require that the total working hours including overtime don't exceed 56 hours per week?
forced_bonded_inhumane_working_conditions_limit_weekly_overtime_amount	What is the maximum number of working hours per week (including overtime and normal working hours)?

5.13 Topic 13: Trade Unions

Variable name	Variable label
trade_union_rights_regulations	Select Regulations that are applicable
trade_union_rights_freedom_to_join_text_en	Text box (appears in Plone / PDF) (ENGLISH)
trade_union_rights_freedom_to_join_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
trade_union_rights_freedom_to_join_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
trade_union_rights_freedom_to_join_check	Scoring question 46: Does the law (Constitution, Labour Code, Trade Union Law) allow workers to form and join unions/associations?
trade_union_rights_freedom_to_join_provided	Where is the right to form unions/associations provided?
trade_union_rights_freedom_to_join_market	Is the right to join and form a union provided for the market sector?
trade_union_rights_freedom_to_join_government	Is the right to join and form a union provided for the government sector?
trade_union_rights_freedom_to_join_limited_restrictions_check	Scoring question 47: Does the law (Labour Code, Trade Union Law, Constitution) provide for the right to form and join association with very limited exclusions/restrictions (e.g. narrow definition of 'supervisor')?
trade_union_rights_freedom_collective_bargaining_text_en	Text box (appears in Plone / PDF) (ENGLISH)

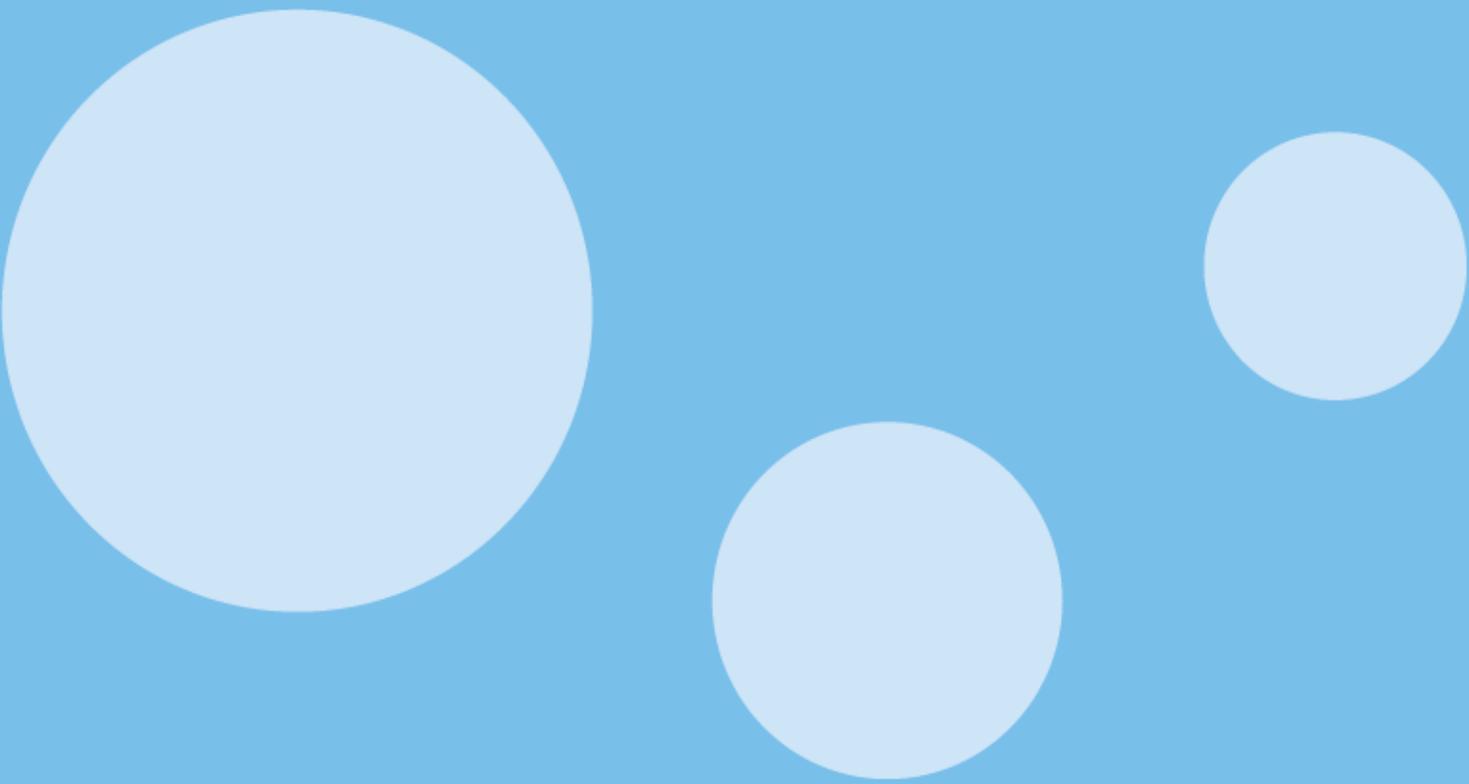
Variable name	Variable label
trade_union_rights_freedom_collective_bargaining_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
trade_union_rights_freedom_collective_bargaining_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
trade_union_rights_freedom_collective_bargaining_check	Scoring question 48: Does the law (Constitution, Labour Code, Trade Union Law, Collective Bargaining Law) allow collective bargaining?
trade_union_rights_freedom_collective_bargaining_provided	Where is the right to collective bargaining provided?
trade_union_rights_freedom_collective_bargaining_market	Is the right to collective bargaining provided for the market sector?
trade_union_rights_freedom_collective_bargaining_government	Is the right to collective bargaining provided for the government sector?
trade_union_rights_freedom_collective_bargaining_registration	Do collective agreements need to be sent to a governmental agency for formal registration?
trade_union_rights_freedom_collective_bargaining_registrationagency	What is the name of this agency?
trade_union_rights_freedom_collective_bargaining_ratification	Do collective agreements need to be ratified?
trade_union_rights_freedom_collective_bargaining_signatories	Can any organisation, stating they represent workers, enter into collective bargaining?
trade_union_rights_freedom_collective_bargaining_signatories_threshold	Do organisation have to qualify by membership threshold before entering into collective bargaining?
trade_union_rights_freedom_collective_bargaining_signatories_threshold_txt	Please specify membership threshold:
trade_union_rights_freedom_collective_bargaining_signatories_other	Do organisations have to qualify by other criteria before entering into collective bargaining?
trade_union_rights_freedom_collective_bargaining_signatories_other_txt	Please specify:
trade_union_rights_freedom_collective_bargaining_council	Does the law provide for an institutionalized tripartite council concerning social and economic policy?
trade_union_rights_freedom_collective_bargaining_commerce_check	Are any industry-wide agreements in place in the commerce sector?
trade_union_rights_freedom_collective_bargaining_commerce_extension	Is mandatory extension of collective agreements to a whole industry in place?
trade_union_rights_freedom_collective_bargaining_commerce_registration	Does the law require employers organisations to be registered when they engage in industry-wide collective bargaining?
trade_union_rights_freedom_collective_bargaining_commerce_priority	Can the legislator prioritize one trade union over another for collective bargaining?
trade_union_rights_right_to_strike_text_en	Text box (appears in Plone / PDF) (ENGLISH)
trade_union_rights_right_to_strike_text_natlang1	Text box (appears in Plone / PDF) (NATLANG1)
trade_union_rights_right_to_strike_text_natlang2	Text box (appears in Plone / PDF) (NATLANG2)
trade_union_rights_right_to_strike_check	Scoring question 49: Does the law (Constitution, Labour Code, Trade Union Law, Strike Law) provide for the right to strike?
trade_union_rights_right_to_strike_provided	Where is the right to strike provided?
trade_union_rights_right_to_strike_market	Is the right to strike provided for the market sector?
trade_union_rights_right_to_strike_government	Is the right to strike provided for the government sector?
trade_union_rights_right_to_strike_restrictions	Is there any restriction to the right to strike?

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