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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

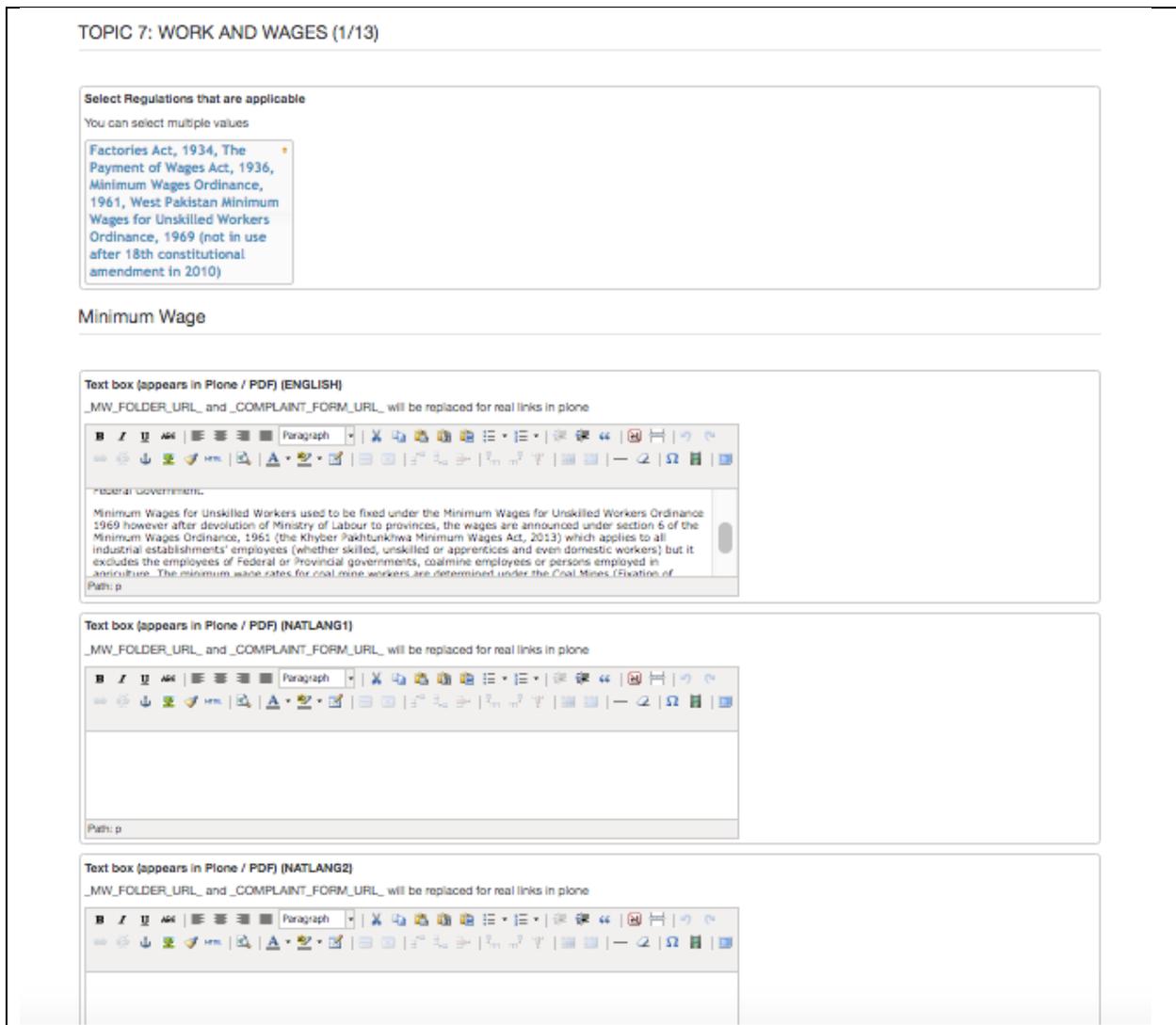
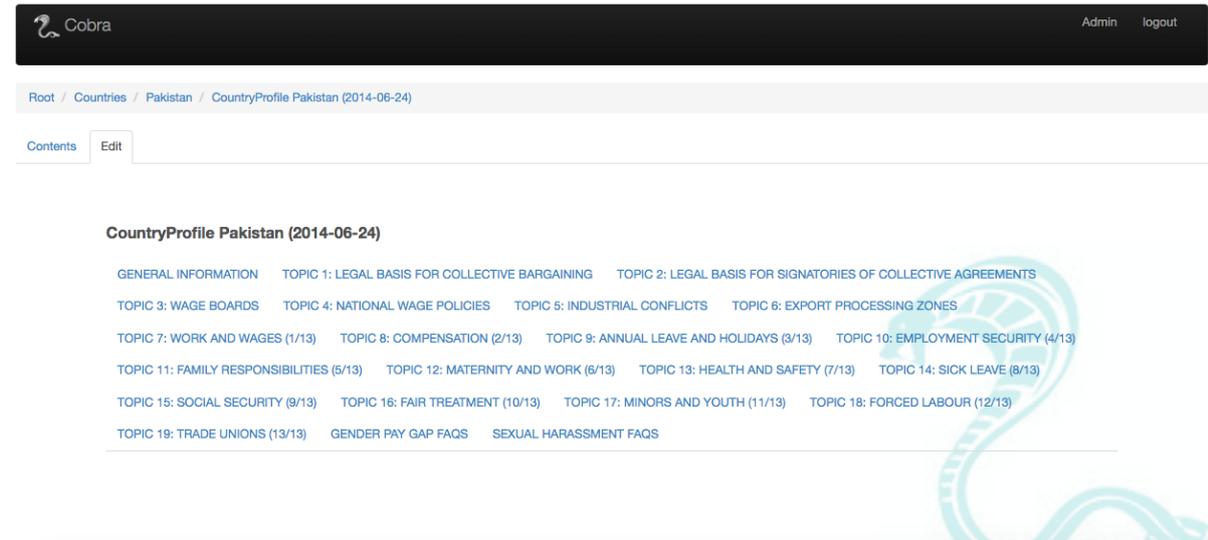
COBRA is designed such that texts from any country and any language can be uploaded, whereby the COBRA dashboard is in English, and so is the coding scheme. For the time being, the dashboard, the coding scheme and this manual will be available only in English. However, when published online as Labour 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

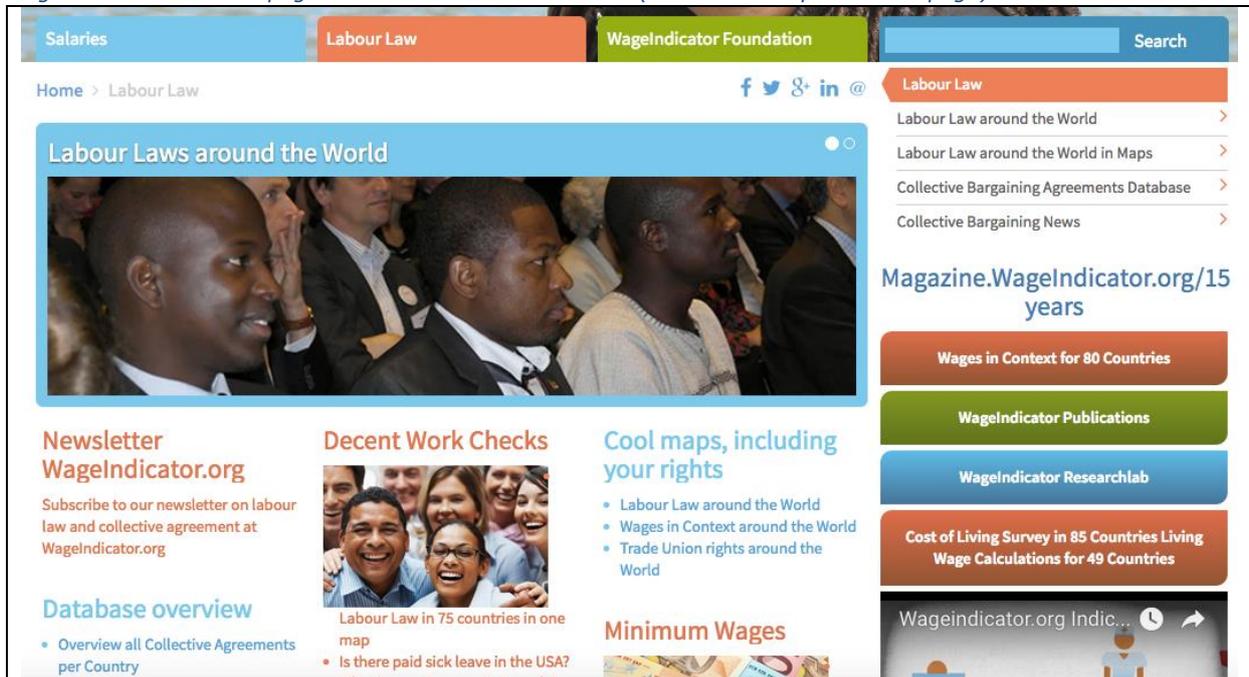


Source: Screenshots of the COBRA dashboard

2 Labour Law web pages

2.1 Home page of the database

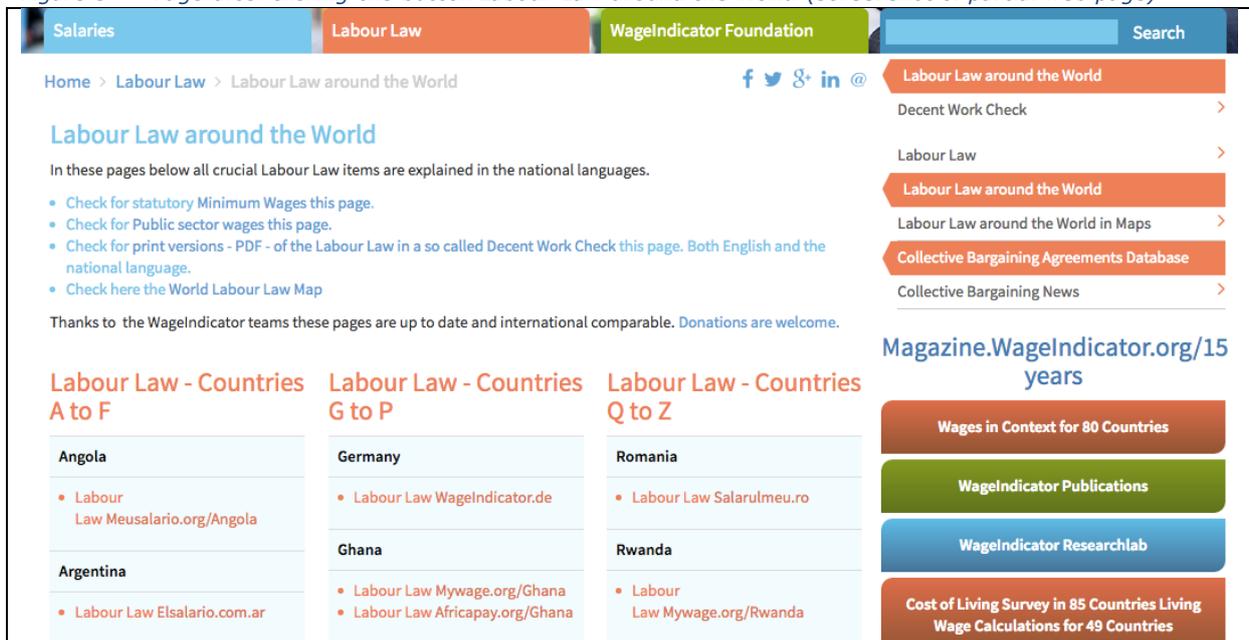
Figure 2 The home page of the Labour Law Database (screenshot of partial web page)



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

The screenshot shows the 'Labour Laws in Pakistan' page. The navigation bar includes 'Salary', 'Labour Laws', 'Career Tips', and 'Search'. The main content area is titled 'Labour Laws in Pakistan' and features several articles: 'New - Wages in Context in the Garment Industry in Asia Latest insight - May 5, 2016.', 'More Labour Law Maps. 152 Countries compared', 'Gender Pay Gap', 'Bonded Labour', 'Domestic Workers and their Rights', and 'Child Labour in Pakistan'. A sidebar on the right lists various topics like 'Collective Agreements Database', 'Annual Leave and Holidays', 'Compensation', etc. A blue box at the bottom right contains a cost calculator for rent.

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)

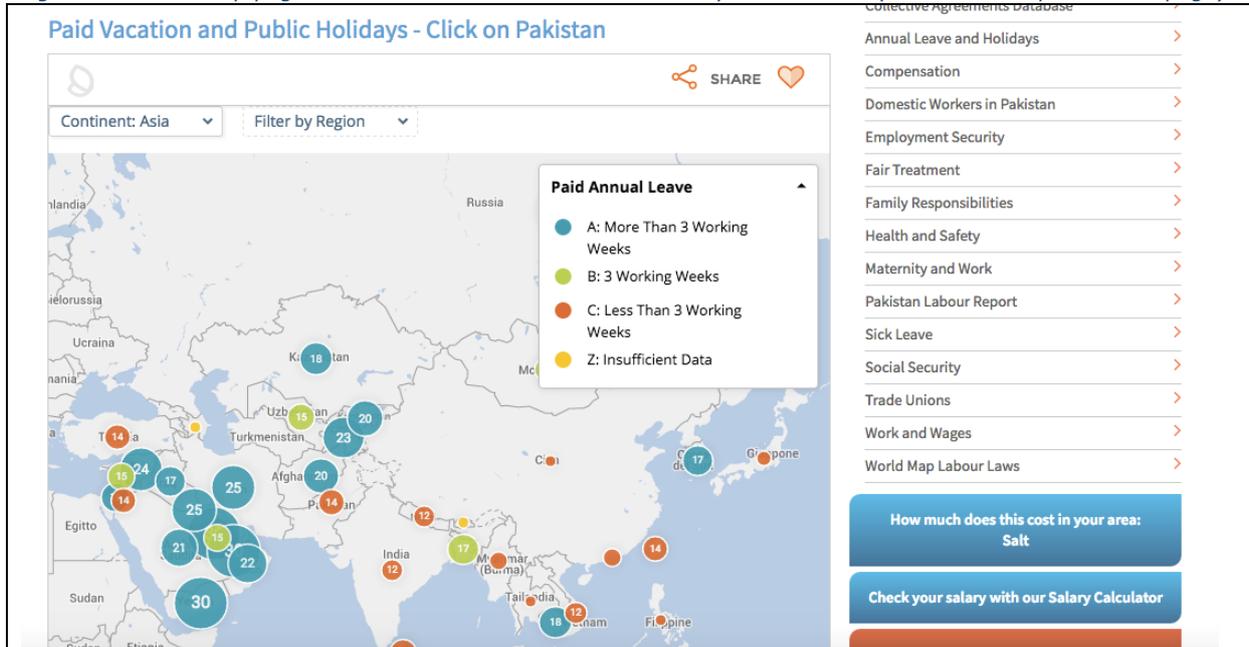
The screenshot shows the 'Annual Leave and Holidays' page. The navigation bar includes 'Salary', 'Labour Laws', 'Career Tips', and 'Search'. The main content area is titled 'Annual Leave and Holidays' and features several sections: 'Paid Vacation / Annual Leave', 'Pay on Public Holidays', 'Weekly Rest Days', and 'Regulations on Annual Leave and Holidays'. A sidebar on the right lists various topics like 'Annual Leave and Holidays', 'Annual Leave FAQs', 'Working Hours and Holidays FAQs', etc.

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) |

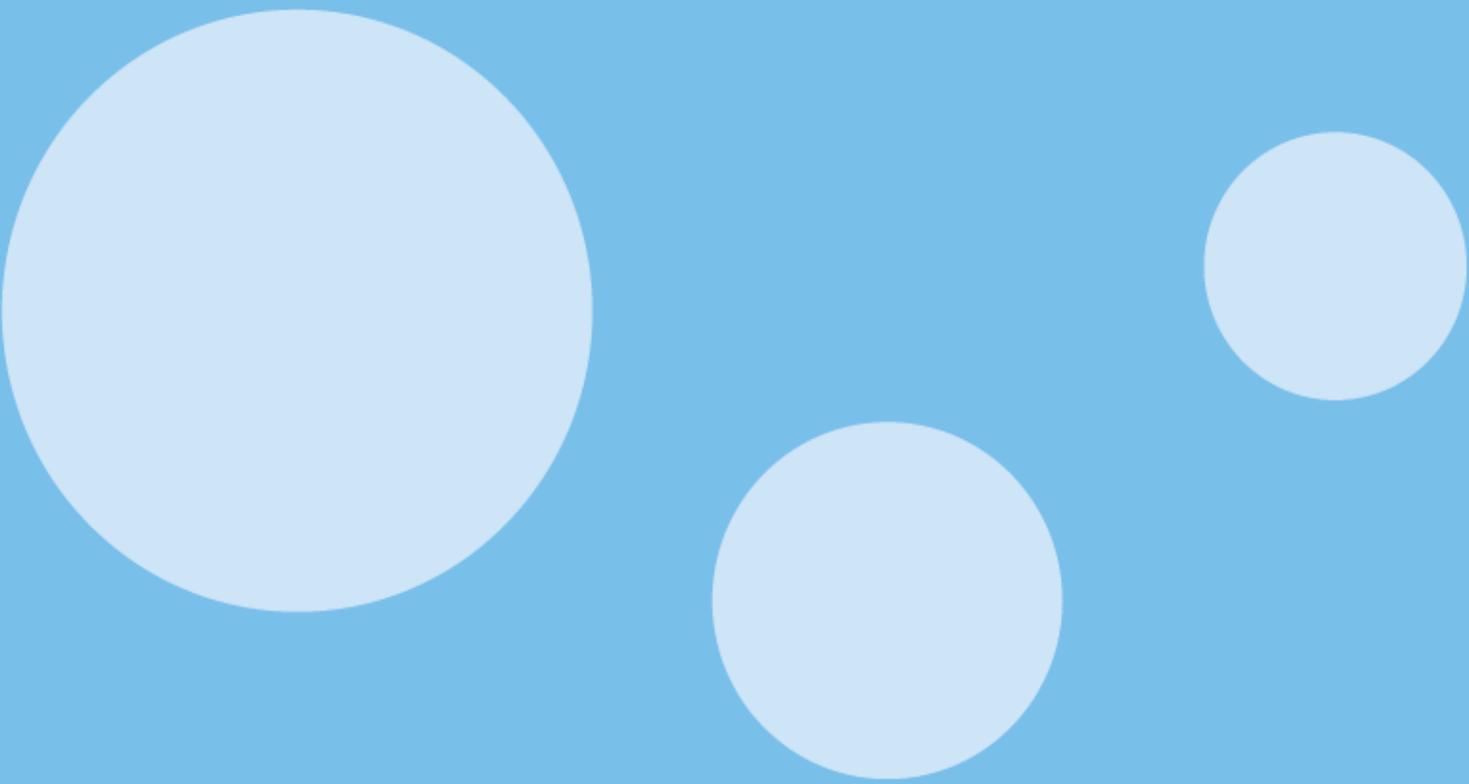
| Variable name | Variable label |
|--|--|
| trade_union_rights_freedom_collective_bargaining_text_natlang1 | Text box (appears in Plone / PDF) (NATLANG1) |
| trade_union_rights_freedom_collective_bargaining_text_natlang2 | Text box (appears in Plone / PDF) (NATLANG2) |
| trade_union_rights_freedom_collective_bargaining_check | 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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