

Labour Rights Index 2020

노동권의
трудови права
Pracovních práv
Työelämän perusoikeuksista
श्रम अधिकार
노동권의
Tööõigustest
労働権
Arbeitsrechten
Darba
劳动权
Arbeitsrecht
حقوق العمال
Direitos laborais
Delovnih pravic
حقوق کار
трудовых прав
محنت کشوں کے حقوق
श्रम अधिकार
Quyền lao động
Rättigheter i arbetslivet
Radničkih prava
Derechos laborales
Arbejdstagerrettigheder
Pracovních práv

Hak buruh
Prav pracy
Haki za wafanyakazi
கொழிலாளர் உரிமைகள்
Drepturile ale muncii
Drejtave të punës
Işçi hakları
Arbeitsrechten
Arbeitsrechten
Munkajogok
Arbeitsregte
ளர் உரிமைகள்

Droits du travail
εργασιακά δικαιώματα
Hak karyawan
Adničkih prava
労働権利
Hak buruh
Diritti dei lavoratori
Darba tiesībās

Labour Rights

WageIndicator Foundation - www.wageindicator.org

WageIndicator Foundation is a non-profit NGO. It develops, operates and owns national WageIndicator websites with labour-related content, using data from its WageIndicator Salary and Working Conditions Survey, Minimum Wages Database, Collective Agreement Database, Salary Checks and Calculations, DecentWorkChecks and related Labour Law Database, and Cost of Living Survey and resulting Living Wages Database. The mission of WageIndicator is to promote labour market transparency for the benefit of all employers, employees and workers worldwide by sharing and comparing information on wages, labour law and career. WageIndicator does so by making this information freely available on easy to reach and read national websites in the national language(s). WageIndicator has now operations in 140 countries.

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

Centre for Labour Research, a non-profit organization registered in Pakistan, works on comparative labour issues. It is the WageIndicator Labour Law Office and creates the WageIndicator DecentWorkChecks and maintains the Labour Law Database and Minimum Wages Database.

Bibliographical information

WageIndicator Foundation and Centre for Labour Research (2020), Labour Right Index 2020. Amsterdam, WageIndicator Foundation, October.

(c) WageIndicator Foundation and Centre for Labour Research 2020. All rights reserved.

WageIndicator Foundation Email office@wageindicator.org.

Table of Contents

Acknowledgements	iii
Introduction	1
Significance	1
Linkage with SDGs	3
About the Labour Rights Index	6
Key Findings	2
Fair Wages	8
Decent Working Hours	18
Employment Security	26
Family Responsibilities	35
Maternity at Work	42
Safe Work	51
Social Security	58
Fair Treatment	69
Child and Forced Labour	78
Trade Union	84
Data Notes	90
Methodology	90
Description of the Ratings	101
What is Next?	102
Scored questions	103
Fair Wages	103
Decent Working Hours	104
Employment Security	105
Maternity at Work	107
Safe Work	108
Social Security	109
Fair Treatment	110
Child and Forced Labour	111
Trade Union	112
Country Profiles	114
How to Read the Country Profiles	114

Performance Overview	114
Indicators	114
Appendices	Error! Bookmark not defined.
Appendix I: Comparison of Indices on Labour Rights	116
Appendix II: Geographical Coverage	122
Appendix IV: Definitions	126
References	129
Country Profiles	132

Acknowledgements

The WageIndicator Foundation and the Centre for Labour Research co-produced the Labour Rights Index 2020. WageIndicator Foundation, a Dutch non-profit established in 2001, works towards increased transparency in labour markets by providing access to minimum wages, living wages, and labour rights information. The Centre for Labour Research, an independent non-profit registered in Pakistan, works as the WageIndicator's Labour Law Office and produces research on comparative labour issues.

The Labour Rights Index is the culmination of a decade long work on comparative labour law by Iftikhar Ahmad¹ who has spearheaded this report. The work has benefited from valuable inputs from the WageIndicator Foundation.

The team gratefully acknowledges WageIndicator for their input and continuous support. Paulien Osse, Dirk Dragstra and Kea Tijdens reviewed the report and made valuable suggestions. Feedback from Professor Rob van Tulder and Willy Wagenmans (WageIndicator Board), Katrin Schulz (World Bank), Professor Evert Verhulp and Rachel Rietveld (University of Amsterdam), Professor Beryl ter Haar (University of Leiden), and Asghar Jameel (Centre for Labour Research Board) helped refine the Index and its methodology.

The idea of the Labour Rights Index was born as early as in 2013 and is based on the Decent Work Check, a tool developed by WageIndicator in 2008. Those who contributed to the development of the tool included Paulien Osse, Kea Tijdens, Dirk Dragstra, Leontine Bijleveld, Egidio G. Vaz Raposo and Lorena Ponce De Leon. Iftikhar Ahmad joined WageIndicator in 2010 and later expanded the work to new topics and detailed information on workplace rights in 2012. The Decent Work Checks have been updated annually for the last eight years and published in all national WageIndicator websites.

We are also grateful to all the organizations from which we source the key facts that are part of the country profiles. These include the World Bank, the International Labour Organization and the WageIndicator Foundation. The scoring for country profiles under different indicators, though essentially hinged on the Decent Work Checks, have also been confirmed from other indices/reports including the Women, Business and Law Database (World Bank), Doing Business (World Bank), ISSA Country Profiles, various ILO databases, the US DOS Human Rights Report, the US ILAB Findings on the Worst Forms of Child Labour, the ITUC Global Rights Index and the Centre for Global Workers' Rights. A special thanks is due to the International Labour Organization whose instruments (conventions and recommendations) are part of our scoring methodology: the country scoring has been based on these instruments, as much as possible. The comments and observations of ILO supervisory body, the Committee of Experts on Application of Conventions and Recommendations (CEACR), were taken into account while scoring trade union questions.

Shanza Sohail, at the Centre for Labour Research, has assisted in the drafting process. Scoring is done by the WageIndicator/Centre for Labour Research team comprising Sehrish Irfan, Shanza Sohail, and Ayesha Kiran with Shaista Batool contributing in the scoring as well. Sobia Ahmad reviewed the scores and did a quality check of data. The report and country profiles are designed by Zoya Waheed, with assistance from Zermina. Rogério Marques Benedito Júnior has created country level videos, showcasing labour rights information for 115 countries. Daniela Ceccon has created data visualization through Tableau which allows comparative analysis at country and regional level. The Labour Rights Index Heat Map has been designed by Seemab Haider. The Index, data visualization, heat map, country profiles and videos are available on <https://labourrightsindex.org>.

¹ Comparative Labour Law Expert at the WageIndicator Foundation and Founder of the Centre for Labour Research

Country Level Contributors

Albania

Elvisa Drishti

Argentina (and Latin America)

Lorena Ponce De Leon

Bangladesh

Bangladesh Institute of Development Studies (BIDS)

Belgium

Dirk Dragstra

Brazil, Portugal and Angola

Ludmilla Caminha Barros

Burundi (Benin, Burkina Faso, Cameroon, Chad, Guinea, Madagascar, Mali, Niger, Senegal, Togo, and Tunisia)

Liberat Bigirimana

Egypt

Hossam Hussein, Rana Medhat

Ethiopia

Birhanu Mekonnen, Hunde Gudeta

Greece

Stefani Kostagianni

Hungary

Szilvia Borbély

India

Khushi Mehta, Kapish Agrawal

Indonesia

Nadia Pralitasari

Italy

Daniela Ceccon

Japan

Haruka Sasayama

Malaysia

Nor Farah Ashikin binti Abdul Rahim

Mexico

Angelica Flores

Mozambique and Cape Verde

Egidio G. Vaz Raposo, Rogério Marques Benedito Júnior

Netherlands

Leontine Bijleveld

Fiona Dragstra

Niels Peuchen

Pakistan

Iftikhar Ahmad

Russia (plus Russian speaking Azerbaijan, Belarus, Kazakhstan, and Ukraine)

Elena Golovko

South Africa (Botswana, Ghana, Kenya, Lesotho, Malawi, Namibia, Nigeria, Rwanda, South Sudan, Uganda, Zambia and Zimbabwe)

Karen Rutter

Spain

Miquel Lóriz Toro

Tanzania

Oscar Mkude

Vietnam

Thuonghien Dong

Foreword

It was way back in 2009, when a Pakistani scholar from Cornell University reached me online. He identified himself as Iftikhar Ahmad, student of comparative labour law, and wanted to know why Pakistan was not among the 50-odd countries we were working in at the time. Well, simply because we have not yet found a suitable counterpart in the country, my standard answer must have been. Could he not qualify? Iftikhar wrote back. He liked what we were doing, he said, and he also wanted to dedicate his working life to the interests of the common working man, woman and family. He was studying at Cornell and would return home to Islamabad, where he would restart working as a career civil servant for the Pakistani Government. So, indeed, why not, I mused. Let's give it a try. And that is how we embarked on an adventurous and truly rewarding partnership that, 10 years later, has culminated into the first comprehensive Labour Rights Index with global outreach, covering 115 countries in 2020 - and counting.

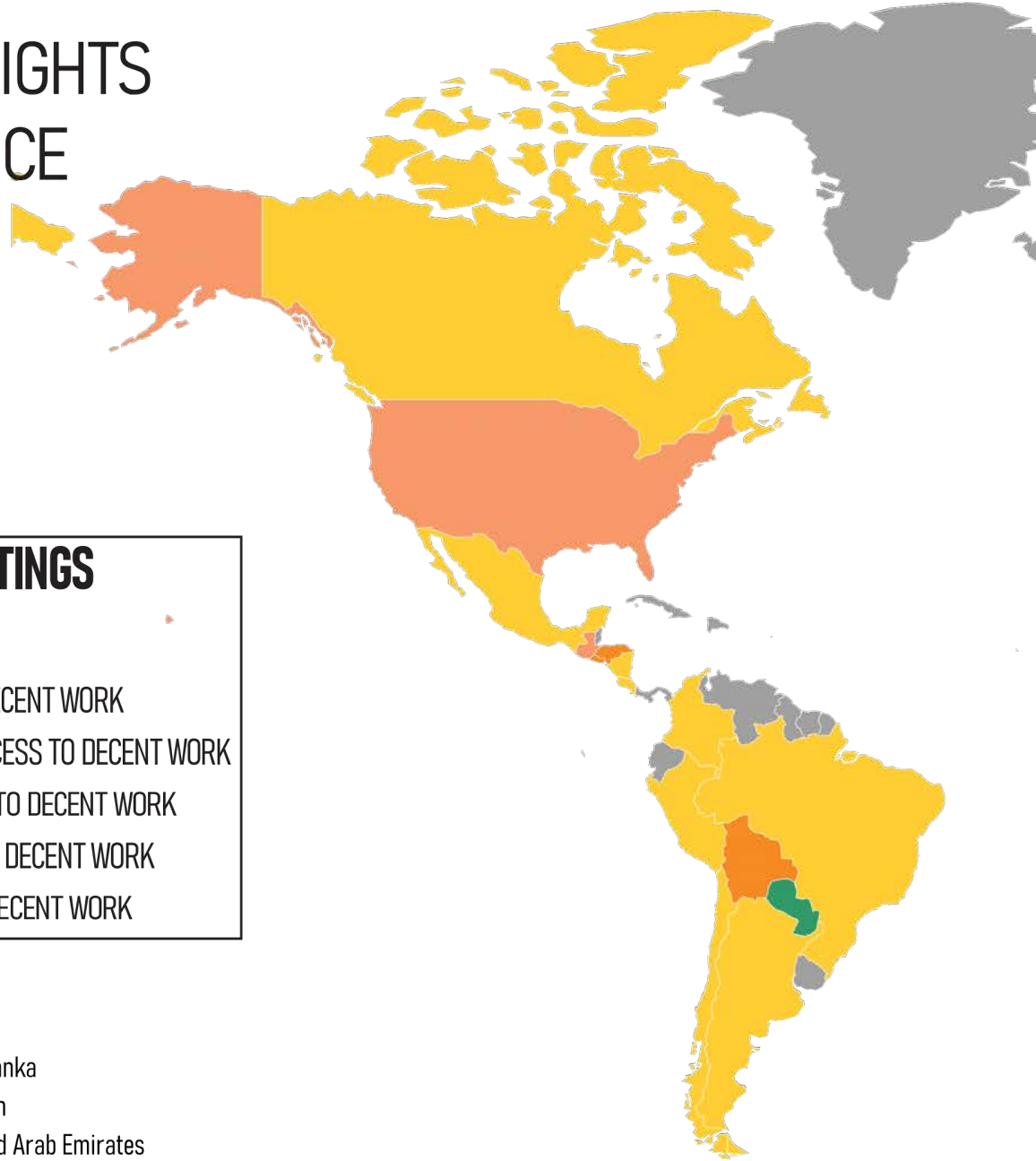
Over the past decade, Iftikhar and I have had at least a thousand online conversations and - when travelling was still easy - at least a dozen meetings in Islamabad, Amsterdam, Geneva and some other places where and when our work brought us together. Iftikhar, a methodical and systematic thinker with a strong bent for research, had recognized that we, at WageIndicator, collected data on wages and labour rights in a highly structured way. Our common systems approach provided the framework and directed our mutual brain picking. This happy meeting of inquisitive minds is the second crucial strand in our enduring cooperation - next to our shared drive that the work we do should benefit the working man and woman of meagre means, who make up the public at large in any country.

It so happened that the Decent Work Check, a nascent tool, that we at WageIndicator had been experimenting with (online and in print) in rural Africa and Central America, became the hub of our intense and intensifying exchanges. After much initial tampering, sculpting and a lot of scrutinizing, it today stands as the legal backbone of our pioneering Labour Rights Index 2020 and would continue to do so for its future editions. Moreover, our mature Decent Work Check proves to be of great value for national WageIndicator websites in 115 countries, and also in WageIndicator projects at the factory and plantation level in Indonesia, Ethiopia and Uganda, empowering (female) garment workers and flower growers.

I look forward to our continued cooperation with Iftikhar and his team at the Centre for Labour Research, along the lines that have brought us - and many others - so much: professionally, intellectually and as friends.

Paulien Osse,
Director
WageIndicator Foundation

LABOUR RIGHTS AT A GLANCE



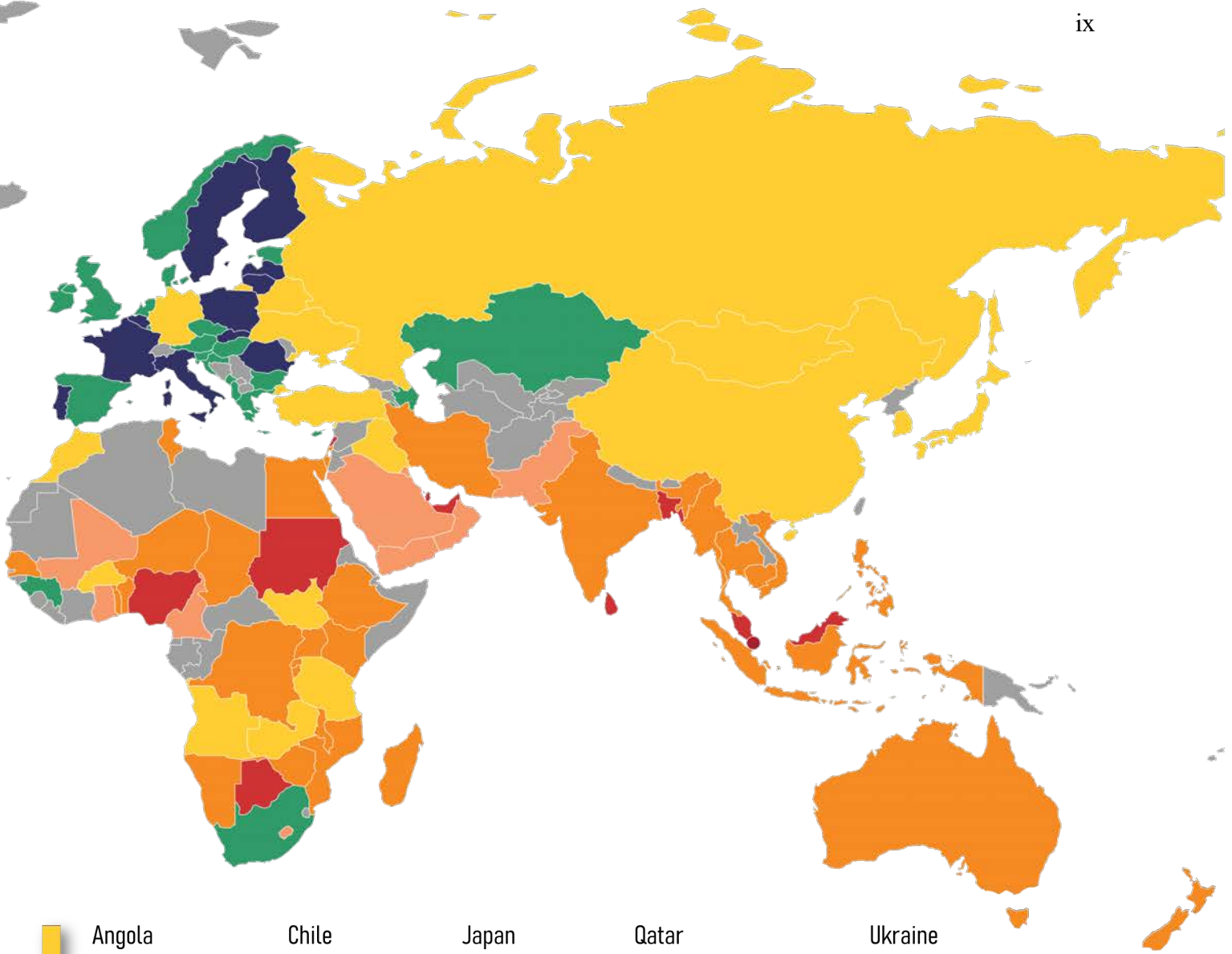
RATINGS

- DECENT WORK
- APPROACHING DECENT WORK
- REASONABLE ACCESS TO DECENT WORK
- LIMITED ACCESS TO DECENT WORK
- BASIC ACCESS TO DECENT WORK
- TOTAL LACK OF DECENT WORK

- Bangladesh
- Botswana
- Lebanon
- Malaysia
- Nigeria
- Qatar
- Sri Lanka
- Sudan
- United Arab Emirates

- Cameroon
- Ghana
- Guatemala
- Kuwait
- Lesotho
- Mali
- Oman
- Pakistan
- Saudi Arabia
- Singapore
- Yemen
- United States of America

- Australia
- Bahrain
- Benin
- Bolivia
- Burundi
- Cambodia
- Chad
- Democratic Republic of Congo
- El Salvador
- Egypt
- Ethiopia
- Honduras
- India
- Indonesia
- Iran
- Israel
- Kenya
- Madagascar
- Malawi
- Mozambique
- Myanmar
- Namibia
- New Zealand
- Niger
- Philippines
- Qatar
- Rwanda
- Senegal
- Thailand
- Togo
- Tunisia
- Uganda
- Vietnam
- Zimbabwe



Angola
 Argentina
 Belarus
 Brazil
 Burkina Faso
 Canada

Chile
 China
 Colombia
 Costa Rica
 Germany
 Iraq

Japan
 Mexico
 Mongolia
 Morocco
 Nicaragua
 Peru

Qatar
 Republic of Korea
 Russia
 South Sudan
 Tanzania
 Turkey

Ukraine
 Zambia

Albania
 Austria
 Azerbaijan
 Bulgaria
 Cape Verde
 Croatia

Cyprus
 Czech Republic
 Denmark
 Estonia
 Greece
 Guinea

Hungary
 Ireland
 Kazakhstan
 Luxembourg
 Malta
 Montenegro

Netherlands
 Norway
 Paraguay
 Qatar
 Slovenia
 South Africa

Spain
 United Kingdom

Belgium
 Finland
 France
 Italy
 Latvia
 Lithuania

Poland
 Portugal
 Romania
 Slovakia
 Sweden

Introduction



Significance

The Labour Rights Index, while one of the many² de jure indices, is arguably the most comprehensive one yet, as it encompasses every aspect of the working lifespan of a worker and identifies the presence of labour rights, or lack thereof, in national legal systems worldwide. The Index measures decent work and provides detailed information on rights at work as well as the local legal framework for regulating the labour market.³

The Labour Rights Index is a wide-ranging assessment of the labour market regulations in 115 countries. It focuses on de jure (according to law) aspects of the labour market. The focus on implementation and actual practice is limited. The report scores 115 economies on 10 areas of labour market regulation. These are referred to as indicators. There is no other comparable project in terms of scope. The Index sheds light on a range of differences in laws/regulations on 46 topics across 115 countries.

While grounded in SDG 8⁴, the Labour Rights Index is a tool essentially directed at governments and international organizations. And even though the underlying document for this Index, i.e., the Decent Work Check, is aimed mainly at workers and trade unions, the Index targets national level organizations like government agencies, trade union federations and multilateral organizations such as the United Nations. This Index measures all labour right protections that have been referred to in Target 8.8.⁵ The Labour Rights Index emphasizes the importance of a well-functioning legal and regulatory system in creating enabling conditions for achievement of Decent Work. As a corollary, it lays bare the adverse impact of lack of regulation or inadequate regulation on the smooth functioning of (a) labour market(s).

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

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

² A 2014 UN report provides an inventory of 101 composite measures of well-being and progress, covering a broad range of themes from governance to gender disparity and poverty to economic progress. <http://hdr.undp.org/en/content/inventory-composite-measures-human-progress>

³ The Labour Rights Index 2020 is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures.

⁴ Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

⁵ Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

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

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

Linkage with SDGs

In September 2015, 193 states decided to adopt a set of 17 goals to end poverty and ensure decent work as part of the Sustainable Development Goals (SDGs). Each goal has specific targets to be achieved over 15 years. There are 169 targets and 232 indicators listed under these 17 SDGs. The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).

The inextricable, yet dormant, link between decent work and economic growth has had a special trajectory with respect to the development goals. Unlike the Millennium Development Goals (MDGs), where full employment and decent work were addressed through the inclusion of a new target (Target 1B⁶) in 2007 (six years after the start of the MDGs in 2001), Goal 8 under the SDGs focuses on the promotion of inclusive and sustainable economic growth that leads to employment and decent work for all⁷. This has not necessarily resulted in a positive response. The linking of economic growth and decent work under Goal 8 has been criticised as the relegation of decent work – a human rights concern – to being a mere dividend of economic growth⁸.

Despite this criticism, owing to the global financial crisis of 2008 and the current COVID-19-induced labour market crisis, employment and work has gained centre-stage. Employment and employment-related issues are also referred to in other goals⁹.

Target 8.8 refers explicitly to the protection of labour rights and promotion of safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. While Target 8.8 talks about the protection of *all* labour rights, Indicator 8.8.2 is solely concerned with the national compliance with freedom of association and collective bargaining rights.

There is no doubt that the freedom of association and the right to collective bargaining are enabling rights. These not only have a direct bearing on labour and economic outcomes but also help in guaranteeing democracy in a country. The 2014 Nobel Prize to Tunisia’s National Dialogue Quartet, especially to The Tunisian General Labour Union (UGTT), was a testimony of labour support to democracy after the Jasmine Revolution.¹⁰ The Tunisian General Labour Union (UGTT) was one of the four organisations that were awarded the Nobel Prize.

⁶ MDGs included 8 Goals, 21 Targets and 60 indicators.

https://www.unicef.org/statistics/index_24304.html ; <https://www.cepal.org/cgi-bin/getProd.asp?xml=/mdg/noticias/paginas/7/35557/P35557.xml&xsl=/mdg/tpl/p18f-st.xsl&base=/mdg/tpl-i/top-bottom.xsl>

⁷ <https://sustainabledevelopment.un.org/sdg8>

⁸ Frey and MacNaughton, 2016. <http://journals.sagepub.com/doi/pdf/10.1177/2158244016649580>

⁹ Including SDGs 2 (Zero Hunger), 3 (Good Health and Well-being), 4 (Quality Education), 5 (Gender Equality), 9 (Industry, Innovation and Infrastructure), 10 (Reduced Inequality), 11 (Sustainable Cities and Communities), 12 (Responsible Consumption and Production) & 16 (Peace and Justice Strong Institutions).

https://unstats.un.org/sdgs/indicators/Global%20Indicator%20Framework_A.RES.71.313%20Annex.pdf

¹⁰ Anner, Kucera and Sari, 2017

However, as required under Target 8.8, the protection of labour rights has to be holistically ensured, including for those in precarious employment, the most recent form of which is the gig economy. Instead of focusing only on trade union rights, all workplace rights can and should be measured and monitored both in law and practice.

Despite their unprecedented status,¹¹ SDGs indicators were not ascertained through the conventional global consultations. These were finalised by a select group of experts in March 2017.¹² The implementation and achievement of Target 8.8 depends on the availability of data on labour laws and labour practices. Various indices have targeted the latter or a combination of the two. The Labour Rights Index attempts at making a distinctive contribution by being one of the few that focus on the former.

Significant work in this sphere exists in the form of few ILO databases¹³ and some indices like the World Bank's Doing Business Indicators (Employing Workers Index-EWI¹⁴), the Women, Business and Law Database¹⁵, the World Economic Forum's Global Competitiveness Index (Labour Market Efficiency Pillar¹⁶), the Harvard/NBER Global Labour Survey¹⁷, the Index of Economic Freedoms (Labour Freedom component)¹⁸ and the International Social Security Association (ISSA¹⁹), the OECD Indicators of Employment Protection²⁰, and the CBR-LRI (CBR Labour Regulation Index)²¹. While the International Labour Organisation is the lead agency for indicator 8.8.2, some work is already in progress on the issue. Appendix 1 of this report elaborates on the comparison between these indices through a table.

Each of the mentioned surveys deal with specific aspects concerning labour rights. The ITUC²² Survey on Violations of Trade Union Rights covers trade union rights,²³ the ITUC Global Rights Index, contrary to its name, measures only trade union rights using nearly 97 indicators.²⁴ Similarly, The Centre for Global Workers' Rights under Penn State University has worked on the Labour Rights Indicators measuring compliance both in law and practice for freedom of association and rights to collective bargaining through 108 indicators.²⁵ The same indicators or evaluation criteria have been proposed by the ILO for measuring progress under SDG Indicator 8.8.2.

Despite this glut of indices on labour rights, experts at the WageIndicator Foundation and the Centre for Labour Research²⁶ have been working on the idea of a new de jure index, i.e., the Labour Rights Index. While various targets under SDG 8 focus on statistical data, none of those targets and indicators delves into the de jure labour rights protections as required under Target 8.8. The Index, based on 10 indicators and 46

¹¹ UN, 2014. http://www.un.org/disabilities/documents/reports/SG_Synthesis_Report_Road_to_Dignity_by_2030.pdf

¹² <http://journals.sagepub.com/doi/pdf/10.1177/2158244016649580>

¹³ These include Working Conditions Laws Database (<http://www.ilo.org/dyn/travail/travmain.home>), Global Database on Occupational Safety and Health Legislation (<http://www.ilo.org/dyn/legosh/en/f?p=14100:1::NO::>), Employment protection legislation database (http://www.ilo.org/dyn/eplex/termmain.home?p_lang=en), Industrial Relations Database (<http://www.ilo.org/dyn/irlex/en/f?p=14100:1:0::NO::>), and Labour Inspection Country Profiles (http://ilo.org/labadmin/info/WCMS_DOC_LAB_INF_CTR_EN/lang--en/index.htm)

¹⁴ Now referred to as Labour Market Regulation <http://www.doingbusiness.org/data/exploretopics/employing-workers>

¹⁵ <http://wbl.worldbank.org/>

¹⁶ <https://www.weforum.org/reports/the-global-competitiveness-report-2016-2017-1>

¹⁷ <http://www.nber.org/papers/w11598>

¹⁸ https://www.heritage.org/index/pdf/2020/book/index_2020.pdf. As explained in the Methodology, the Labour Freedom component considers seven quantitative sub factors and is part of Regulatory Efficiency, one of the four major aspects of economic and entrepreneurial environment.

¹⁹ <http://www.ssa.gov/policy/docs/progdesc/ssptw/index.html>

²⁰ <https://www.oecd.org/employment/emp/oecdindicatorsofemploymentprotection.htm>

²¹ <https://www.repository.cam.ac.uk/handle/1810/256566>

²² International Trade Union Congress

²³ While violations in law are identified through legal document analysis, violations in practice are identified through questionnaires sent to the 325 ITUC affiliates in 161 countries and territories representing 176 million workers as well as the Global Union Federations.

²⁴ <https://survey.ituc-csi.org/ITUC-Global-Rights-Index.html>

²⁵ <http://labour-rights-indicators.la.psu.edu/>

²⁶ Centre for Labour Research is a non-profit organization based in Pakistan. For details of contributions, please refer to acknowledgements.

evaluation criteria, compares labour legislation²⁷ in 115 countries. There is no other comparable work in scale and scope on labour market regulations. The details of covered regions and countries are given in Appendix II.

The 10 indicators cover the following aspects: fundamental workers' rights (the right to unionise and the elimination of employment discrimination, child labour and forced labour), fair wages, decent working hours, employment security, social protection (access to the living wage, unemployment, old age, disability and survivor benefits and health insurance), work-life balance for workers with family responsibilities and access to safe and healthy workplaces. All index components are grounded in and linked with a selected list of international conventions and covenants, the details of which are available in Appendix III. The work is essentially based on ten substantive elements which are closely linked to the four strategic pillars of the Decent Work Agenda, that is, (i) Core labour standards and fundamental principles and rights at work (ii) Employment creation (iii) Social protection and (iv) Social dialogue and tripartism. The ILO Declaration on Social Justice for a Fair Globalization 2008 has emphasised that the four strategic objectives of the Decent Work Agenda are "inseparable, interrelated and mutually supportive. The failure to promote any one of them would harm progress towards the others".²⁸ Based on the recommendation of the 2008 ILO Declaration to establish appropriate indicators to monitor and evaluate the progress achieved, the ILO adopted a framework of statistical and legal Decent Work Indicators.

The framework indicators cover the ten substantive elements of Decent Work Agenda. These elements are:²⁹

1. employment opportunities
2. adequate earnings and productive work
3. decent working time
4. combining work, family and personal life
5. work that should be abolished (child labour and forced labour)
6. stability and security of work
7. equal opportunity and treatment in employment
8. safe work environment
9. social security
10. social dialogue, employers' and workers' representation

The Index is further built on the Decent Work Checks which have detailed explanations on de jure provisions on various workplace rights under national labour law. None of the above-referred indices is as comprehensive and detailed as the Labour Rights Index presented here.

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

The 2010 World Social Security Report notes that even the widest and most expansive legal foundations cannot achieve the desired outcomes if these are not enforced and backed by sufficient resources. Nevertheless, strong legal foundations are a precondition for securing higher provisions and resources. There is not a single situation where a country provides generous benefits without a comprehensive legal basis.³⁰

²⁷ Doing Business 2004 report defines labour law to include the following four types of regulations: "employment regulation, social security laws, industrial relations, and workplace safety and health laws".

<https://www.doingbusiness.org/content/dam/doingBusiness/media/Annual-Reports/English/DB04-FullReport.pdf> (p.30)

²⁸ https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/genericdocument/wcms_371208.pdf

²⁹ https://www.ilo.org/integration/themes/mdw/WCMS_189392/lang-en/index.htm

³⁰ https://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_146566/lang-en/index.htm (page 101)

Similar points have been raised by Botero et al.³¹, that formal rules, although different from “on the ground” situations, still matter a lot. Botero’s work forms the basis of the Doing Business Indicators by the World Bank. Research indicates that in the absence of legislation, even the wealthiest country in the world, i.e., the United States of America, is unable to ensure decent working conditions for a majority of its citizens. As explained by Heymann and Earle³², “laws indicate a state’s commitment to its people, lead to change by shaping public attitudes, encourage government follow-up through inspection and implementation of the law and allow court action for enforcement.”

The Labour Rights Index also covers the regulation of the gig economy as one of the evaluation criteria and gives a positive score to a country where gig workers are not treated as merely independent contractors. Other than California (USA), no country or state has enacted such a comprehensive legislation to protect the rights of these precarious workers. The scoring methodology however takes into account access to basic social protection, i.e., old age benefits, invalidity benefits and survivors’ benefits, for independent contractors. Majority of the countries give access to basic social protection to the independent contractors.

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

Progress on Target 8.8, requiring protection of labour rights for all workers, including those in precarious employment, can be measured only through the comprehensive Labour Rights Index. In view of the labour market havoc wreaked by the COVID-19 pandemic,³³ this is the most opportune time to address the protection of all labour rights and measure the progress of member countries.

In the words of the California Attorney General, Xavier Becerra, “Sometimes it takes a pandemic to shake us into realising what that [lacking basic labour protections] really means and who suffers the consequences.”³⁴ It is time to measure every country’s progress on all labour protections instead of merely focusing on trade union rights under SDG Indicator 8.8.2.

³¹ Botero, J. Djankov, S., La Porta, R., Lopez-de-Silanes, F. and Shliefer, A. 2004. “The Regulation of Labour” Quarterly Journal of Economics 119(4), pp. 1339-1382

³² Heymann, J., and Earle, A. 2009. Raising the global floor: dismantling the myth that we can’t afford good working conditions for everyone. Stanford, Calif.: Stanford Politics and Policy.

³³ ILO estimates that the large-scale workplace closures around the world in response to COVID-19 have led to a reduction in hours worked of 17.3% worldwide in the second quarter of 2020. Based on 48-hour working week, this translates into the loss of 495 million jobs. Moreover, of the 3.5 billion global labour force, 60% are engaged in the informal economy. ILO estimates that 1.6 billion of these 2 billion workers face an imminent threat to their livelihoods as average income in the informal economy shrunk by 60 per cent in the first month of the pandemic. https://www.ilo.org/global/topics/coronavirus/events/WCMS_747476/lang-en/index.htm https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms_755910.pdf (ILO Monitor: COVID-19 and the world of work. Sixth edition)

³⁴ <https://www.theverge.com/2020/5/7/21250955/uber-ab5-california-lawsuit-driver-misclassification-future-ny-nj-analysis>

About the Labour Rights Index

The Labour Rights Index *measures major aspects of labour law that affect a worker during the employment life cycle in 115 countries.*

The Labour Rights Index *covers 10 topics/indicators and 46 evaluation criteria. All of these are based on substantive elements of the Decent Work Agenda. The criteria are all grounded in UDHR, five UN Conventions, five ILO Declarations, 35 ILO Conventions, and four ILO Recommendations.*

The Labour Rights Index *is based on more than a decade of research by WageIndicator and the Centre for Labour Research. More than 30 team members have contributed to the Index by providing relevant data informing various indicators under the Index.*

Key Findings

Prohibition on forced labour
Parental leave
Severance pay
Cash maternity benefits
Fair Wages
Fair Treatment
Maternity at Work
Family Responsibilities
Social Security
Weekly rest
Maternity leave
Nursing breaks
Decent Working Hours
Employment Security
Safe Work
Trade Union
equal remuneration for work of equal value
Basic labour protections for gig workers
Right to contract bargaining
Employment security benefits

This section showcases the findings of the Labour Rights Index 2020 by studying the national labour legislation of 115 countries. Following are the indicators through which the level of decent work in a country is measured.

THE INDICATORS FOR DECENT WORK



Fair Wages



The Fair Wages indicator measures whether the law requires payment of minimum wages and regular as well as timely disbursement of wages. The indicator also refers to additional compensation for overtime work, night work and work on weekly rest days.

A. Minimum Wage

At a global level, more than 85% (101 countries) of the countries considered in this Index have statutory provisions on setting and revising minimum wages. Nearly 8% (9 countries) in this Index fix their minimum wages through collective bargaining, either at the sectoral or national level. Most (6 out of 10) are in Europe. Around 4% (5 countries) have no provision on minimum wage.

A vast majority of countries in Africa (29 countries – 85%) sets the minimum wages through legislation. Three countries in Africa, namely Chad, Namibia and Zimbabwe, set wages through collective bargaining. Ethiopia and Sudan have no provision on minimum wages.

Similar is the case for Asia where 90% (27) countries have statutory minimum wages. None of the countries from Asia considered under this Index, has collectively negotiated minimum wages. There are three countries, Bahrain, Singapore and Yemen, with no provision on minimum wages.

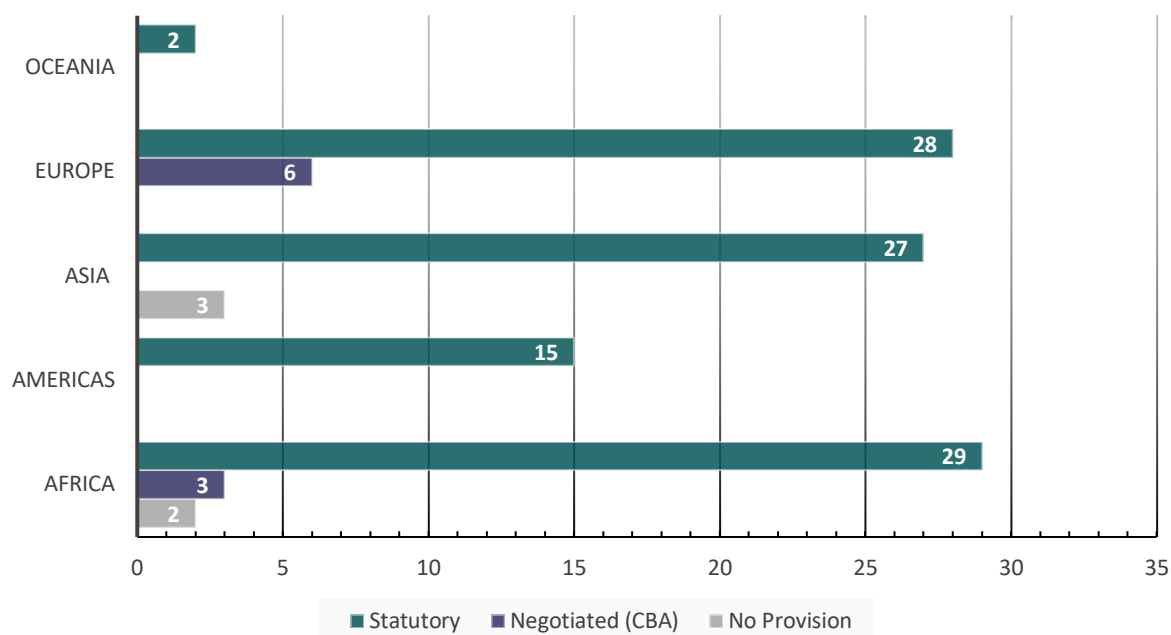
While most of the countries in Europe set wages through legislation (28 countries – 82%), the remaining countries fix and update wages through collective bargaining. These are Austria, Denmark, Finland, Italy, Norway and Sweden.

All 15 countries from the Americas fix their minimum wages through legislation. Similar is the case for Oceania.

Table 11.1: Minimum Wage Fixing Mechanism

Region	Statutory	Negotiated (CBA)	No Provision	Total Countries
Africa	29	3	2	34
Americas	15	-	-	15
Asia	27	-	3	30
Europe	28	6	-	34
Oceania	2	-	-	2
Total Countries	101	9	5	115

Minimum Wage Fixing Mechanism



As regards the last update of minimum wages, a majority of countries (79%) have updated their minimum wages, whether statutory or collectively negotiated, during the last two years. Nearly 16% (18 countries, of which 11 in Africa) have not updated their wages during the last two years. There are six countries, with equal distribution in Africa and Asia, with no provision on minimum wage updates.

Table 12.1: Last Update of Minimum Wages

Region	Last updated after January 2018)	Last updated before January 2018)	No Provision	Total Countries
Africa	20	11	3	34
Americas	15	-	-	15
Asia	21	6	3	30
Europe	33	1	-	34
Oceania	2	-	-	2
Total countries	91	18	6	115

B. Regular Wage

An overwhelming majority of countries (97%) require regular and timely payment of wages to the workers, with legislation requiring wage payment periods to be set at an hourly, daily, weekly, fortnightly or monthly level. One country each from Americas (Peru), Europe (Greece) and Oceania (New Zealand) does not require regular payment of wages in its labour legislation. Instead of setting a wage payment period, the issue is left to mutual agreement between the parties.

Table 13.1: Regular Wage Payment

Region	Regular wage payment	No Provision	Total Countries
Africa	34	-	34
Americas	14	1	15
Asia	30	-	30
Europe	33	1	34
Oceania	1	1	2
Total Countries	112	3	115

C. Overtime Premium

More than 80% of the countries (96) require the wages for overtime hours to be at least 125% of the regular hourly rate. There are seven countries, mostly in Africa, which require an overtime rate of less than 125% of the regular hourly rate. Some countries determine the overtime rates through collective agreements, including Nigeria and Rwanda from Africa, and hence no rates have been specified. For countries where minimum wages are determined through collective agreements, overtime rates have been taken into account from the most representative sectoral collective agreement. A limited number of countries, i.e., Ghana, Ireland, New Zealand, and the United Kingdom have no provision on overtime premiums.

Table 14.1: Overtime Premium

Region	<125%	125%	126-150%	151-200%	CBA	No Provision	Total Countries
Africa	7	3	20	1	2	1	34
Americas	-	3	8	4			15
Asia	-	8	17	5			30
Europe	1	5	17	4	5	2	34
Oceania			1			1	2
Total countries	8	19	63	14	7	4	115

D. Weekly Rest Work Compensation

More than 40% of the countries in this Index (51 out of 115) require a compensatory rest day or time-off, as well as a premium payment, for those workers working on weekly rest days. The remaining countries either require a premium payment (28 countries), or workers are given a choice between time off and premium payment (21 countries). There are 15 countries, of which 9 in Africa and 4 in Asia, where there is no provision for weekly rest day work compensation.

Table 15.1: Weekly Rest Work Compensation

Region	Compensatory Rest Day	Time-off and premium payment	Premium Payment	Choice between Time-off and premium payment	No Provision	Total Countries
Africa	8	4	10	3	9	34
Americas	1	6	5	3	-	15
Asia	6	5	9	6	4	30
Europe	7	14	3	9	1	34
Oceania	-	-	1	-	1	
Total Countries	22	29	28	21	15	115

E. Night Work Premium

Nearly 60% (68) of the countries require additional monetary compensation or reduced working or a combination/option of both. The remaining 47 countries have no provision on monetary compensation or reduced working hours for night work. More than 70% of “No Provision” countries are from Africa and Asia. A limited number of countries from Europe (6 countries) and the Americas (Brazil, Honduras and Paraguay) require both the premium payment and reduced hours for night work. Italy, Romania and South Africa give an option to choose from reduced working hours and premium payment.

Table 16.1: Night Work Premium

Region	Additional Monetary Compensation	Reduced Working Hours	Both	Optional	No provision	Total Countries
Africa	14	-	-	1	19	34
Americas	5	5	3	-	2	15
Asia	12	2	-	-	16	30
Europe	17	-	6	2	9	34
Oceania	1	-	-	-	1	2
Total Countries	49	7	9	3	47	115

Country Lists

Table 11.2: Minimum Wage Fixing Mechanism

Region	Statutory	Negotiated (CBA)	No Provision	Total Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Congo, Dem. Rep., Egypt, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia	Chad, Namibia, Zimbabwe	Ethiopia, Sudan	34
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America			15
Asia	Azerbaijan, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, Thailand, Turkey, United Arab Emirates, Vietnam		Bahrain, Singapore, Yemen	30
Europe	Albania, Belarus, Bulgaria, Belgium, Croatia, Cyprus, Czech Republic, Estonia, France, Germany, Greece, Hungary, Ireland, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Ukraine, United Kingdom	Austria, Denmark, Finland, Italy, Norway, Sweden		34
Oceania	Australia, New Zealand			2
Total Countries	101	9	5	115

Table 12.2: Last Update of Minimum Wages

Region	Last updated after January 2018	Last updated before January 2018	No Provision	Total Countries
Africa	Angola, Botswana, Cape Verde, Congo, Dem. Rep., Egypt, Ghana, Kenya, Lesotho, Madagascar, Malawi, Morocco, Mozambique, Namibia, Nigeria, Senegal, South Africa, South Sudan, Tunisia, Zambia, Zimbabwe	Benin, Burkina Faso, Burundi, Cameroon, Chad, Guinea, Mali, Niger, Tanzania, Togo, Uganda	Ethiopia, Rwanda, Sudan	34
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America			15
Asia	Azerbaijan, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Malaysia, Mongolia, Myanmar, Pakistan, Philippines, Sri Lanka, Thailand, Turkey, Vietnam	Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, United Arab Emirates	Bahrain, Singapore, Yemen	30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom	Cyprus		34
Oceania	Australia, New Zealand			2
Total countries	91	18	6	115

Table 13.2: Regular Wage Payment

Region	Regular wage payment	No Provision	Total Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe		34
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, United States of America	Peru	15
Asia	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, Thailand, Turkey, United Arab Emirates, Vietnam, Yemen		30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom	Greece	34
Oceania	Australia	New Zealand	2
Total Countries	112	3	115

Table 14.2: Overtime Premium

Region	<125%	125%	126-150%	151-200%	CBA	No Provision	Total Countries
Africa	Benin, Burkina Faso, Cameroon, Chad, Mali, Senegal, Togo	Lesotho, Morocco, Niger	Angola, Botswana, Burundi, Cape Verde, Congo, Dem. Rep., Egypt, Ethiopia, Guinea, Kenya, Madagascar, Malawi, Mozambique, Namibia, South Africa, South Sudan, Sudan, Tanzania, Uganda, Zambia, Zimbabwe	Tunisia	Nigeria, Rwanda	Ghana	34
Americas		Colombia, Honduras, Peru	Argentina, Brazil, Canada, Chile, Costa Rica, Guatemala, Paraguay, United States of America	Bolivia, El Salvador, Mexico, Nicaragua			15
Asia		Bahrain, Israel, Japan, Kuwait, Oman, Philippines, Qatar, United Arab Emirates	Cambodia, China, Indonesia, Iran, Iraq, Kazakhstan, Korea, Rep., Lebanon, Malaysia, Mongolia, Saudi Arabia, Singapore, Sri Lanka, Thailand, Turkey, Vietnam, Yemen	Azerbaijan, Bangladesh, India, Myanmar, Pakistan			30
Europe	Italy	Albania, Czech Republic, France, Portugal, Slovakia	Austria, Belgium, Bulgaria, Cyprus, Denmark, Estonia, Finland, Greece, Hungary, Lithuania, Luxembourg, Malta, Montenegro, Norway, Poland, Russian Federation, Sweden	Belarus, Latvia, Romania, Ukraine	Croatia, Germany, Netherlands, Slovenia, Spain	Ireland, United Kingdom	34
Oceania			Australia			New Zealand	2
Total Countries	8	19	63	14	7	4	115

Table 15.2: Weekly Rest Work Compensation

Region	Compensatory Rest Day	Time-off and premium payment	Premium Payment	Choice between Time-off and premium payment	No Provision	Total Countries
Africa	Burundi, Cameroon, Cape Verde, Egypt, Ethiopia, Malawi, Mali, Morocco	Angola, Guinea, Mozambique, Namibia	Burkina Faso, Lesotho, Madagascar, Niger, Rwanda, Senegal, Tanzania, Togo, Zambia, Zimbabwe	Botswana, Nigeria, South Africa	Benin, Chad, Congo, Dem. Rep., Ghana, Kenya, South Sudan, Sudan, Tunisia, Uganda	34
Americas	Canada	Argentina, Brazil, Chile, El Salvador, Honduras, Paraguay	Guatemala, Mexico, Nicaragua, Peru, United States of America	Bolivia, Colombia, Costa Rica		15
Asia	Bangladesh, Cambodia, Iraq, Myanmar, Pakistan, Saudi Arabia	India, Kuwait, Qatar, Thailand, Yemen	Bahrain, Israel, Japan, Korea, Rep., Malaysia, Philippines, Singapore, Turkey, Vietnam	Azerbaijan, China, Kazakhstan, Lebanon, Mongolia, United Arab Emirates	Indonesia, Iran, Oman, Sri Lanka	30
Europe	Belgium, Germany, Latvia, Malta, Montenegro, Slovakia, Sweden,	Austria, Bulgaria, Croatia, Denmark, Finland, France, Greece, Italy, Lithuania, Luxembourg, Portugal, Romania, Slovenia, United Kingdom	Czech Republic, Hungary, Norway	Albania, Belarus, Cyprus, Ireland, Netherlands, Poland, Russian Federation, Spain, Ukraine	Estonia	34
Oceania			Australia		New Zealand	2
Total Countries	22	29	28	21	15	115

Table 16.2: Night Work Premium

Region	Additional Monetary Compensation	Reduced Working Hours	Both	Optional	No provision	Total Countries
Africa	Angola, Burkina Faso, Burundi, Cape Verde, Congo, Dem. Rep., Guinea, Madagascar, Mozambique, Namibia, Niger, Senegal, Tanzania, Zambia, Zimbabwe			South Africa	Benin, Botswana, Cameroon, Chad, Egypt, Ethiopia, Ghana, Kenya, Lesotho, Malawi, Mali, Morocco, Nigeria, Rwanda, South Sudan, Sudan, Togo, Tunisia, Uganda,	34
Americas	Bolivia, Canada, Colombia, El Salvador, Peru	Argentina, Costa Rica, Guatemala, Mexico, Nicaragua	Brazil, Honduras, Paraguay		Chile, United States of America	15
Asia	Azerbaijan, Cambodia, China, Iran, Japan, Kazakhstan, Korea, Rep., Mongolia, Philippines, Qatar, Vietnam, Yemen	Iraq, Israel			Bahrain, Bangladesh, India, Indonesia, Kuwait, Lebanon, Malaysia, Myanmar, Oman, Pakistan, Saudi Arabia, Singapore, Sri Lanka, Thailand, Turkey, United Arab Emirates,	30
Europe	Albania, Austria, Belgium, Czech Republic, Denmark, Estonia, Finland, Germany, Greece, Hungary, Luxembourg, Montenegro, Norway, Poland, Portugal, Slovakia, Sweden		Belarus, Bulgaria, Latvia, Lithuania, Russian Federation, Ukraine	Italy, Romania	Croatia, Cyprus, France, Ireland, Malta, Netherlands, Slovenia, Spain, United Kingdom	34
Oceania	Australia				New Zealand	2
Total Countries	49	7	9	3	47	115

Decent Working Hours



The Decent Working Hours indicator measures whether workers' health and well-being are preserved while ensuring their productiveness and motivation. The indicator considers daily and weekly maximum hours of work in excess of which any time worked is remunerated at overtime rates. This indicator also considers weekly rest periods, public holidays, and annual leave. Paid rest days, whether in the form of weekly rest, public holidays or annual leave, are periods during which a worker is off work while continuing to receive an income and being entitled to social protection.

A. General Weekly Working Hours

Nearly two-third of the countries in the Index have less than 48 general working hours per week, with the majority (around 64%) of countries following 40 working hours per week. Other than Belgium, Cyprus, France and the Netherlands, Australia and Chad also have less than 40 working hours per week. Most of the countries in Asia have 48 working hours per week, while in Europe the most common working hours per week are 40. African countries are evenly distributed in all ranges, except the lower (Chad) and higher end (Kenya).

Table 17.1: General Weekly Working Hours

Region	< 40 hours	40 hours	41-47 hours	48 hours	≥ 49 hours	Total Countries
Africa	1	11	11	10	1	34
Americas	-	2	4	9	-	15
Asia	-	7	6	17	-	30
Europe	4	28	-	2	-	34
Oceania	1	1	-	-	-	2
Total Countries	6	49	21	38	1	115

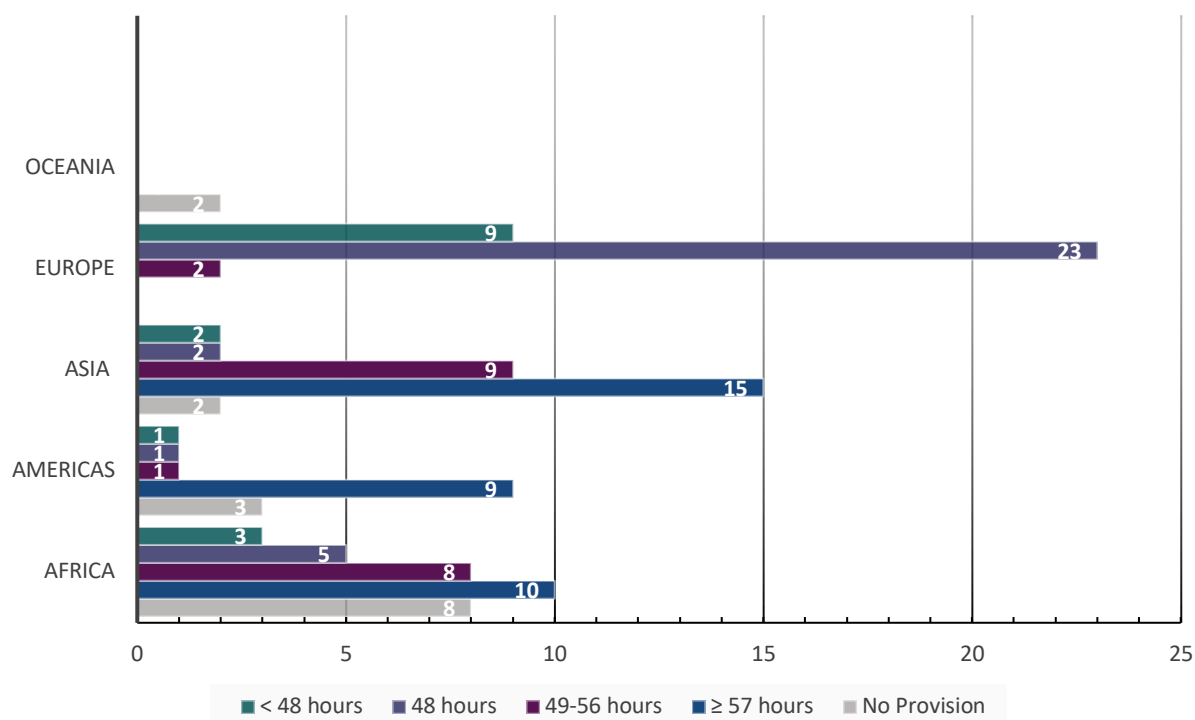
B. Maximum Weekly Working Hours

More than 40% of the countries have maximum weekly working hours, inclusive of overtime hours, in excess of 56 hours per week. More than half of the countries in Africa and Asia have more than 56 hours per week. Twelve of the 15 countries in the Americas have maximum working hours which are above 56 hours per week. The exceptions are Brazil (less than 48 hours), Canada (48 hours) and Argentina (49-56 hours). An overwhelming majority of European countries (32 of 34) have maximum working hours of 48 or less per week. Countries in Oceania, Australia and New Zealand have no provision on maximum weekly working hours.

Table 18.1: Maximum Weekly Working Hours

Region	< 48 hours	48 hours	49-56 hours	≥ 57 hours	No Provision	Total Countries
Africa	3	5	8	10	8	34
Americas	1	1	1	9	3	15
Asia	2	2	9	15	2	30
Europe	9	23	2	-	-	34
Oceania	-	-	-	-	2	2
Total Countries	15	31	20	34	15	115

Maximum Weekly Working Hours



C. Paid Weekly Rest Hours

More than 70% of the countries provide 24 hours of weekly rest. Sixteen countries each provide for 25-36 hours of weekly rest and more than 37 hours of weekly rest. Most (24 of 30) Asian countries provide 24 hours of weekly rest. Similarly, 14 of the 15 countries in the Americas provide for 24 hours of weekly rest. In Europe, countries are equally distributed in all three ranges. Albania, Mozambique, New Zealand and Singapore provide for a weekly rest, however unpaid.

Table 19.1: Paid Weekly Rest Hours

Region	24 hours	25-36 hours	≥37 hours	Total Countries
Africa	30	2	2	34
Americas	14	1	-	15
Asia	24	3	3	30
Europe	13	10	11	34
Oceania	2	-	-	2
Total Countries	83	16	16	115

D. Paid Public Holidays

Most countries provide for 11-15 days of annual public holidays. There are nine countries which require 16 or more public holidays per year. Japan, Myanmar, the Netherlands, US and the UK do not require paid public holidays.

Table 20.1: Paid Public Holidays

Region	<10 days	10 days	11-15 days	≥16 days	Total Countries
Africa	5	3	24	2	34
Americas	4	-	10	1	15
Asia	5	1	18	6	30
Europe	2	3	29	-	34
Oceania	-	-	2	-	2
Total Countries	16	7	83	9	115

E. Annual Leave

Nearly 50% of the countries in the Americas have less than three working weeks of annual leave. The USA is the only exception in the 115 countries which has no statutory provision on annual leave. All European countries have annual leave of more than three working weeks. In Asia, while 13 countries have more than three working weeks of annual leave, a similar number has less than three working weeks of annual leave. Around 75% of the countries in the Index have three or more weeks of annual leave. The United States is the only country with no statutory provision on annual leave.

Table 21.1: Annual Leave

Region	<3 working weeks	3 working weeks	>3 working weeks	No Provision	Total Countries
Africa	6	4	24	-	34
Americas	7	4	3	1	15
Asia	13	4	13	-	30
Europe	-	-	34	-	34
Oceania	-	-	2	-	2
Total Countries	26	12	76	1	115

Country Lists

Table 17.2: General Weekly Working Hours

Region	< 40 hours	40 hours	41-47 hours	48 hours	≥ 49 hours	Total Countries
Africa	Chad	Benin, Burkina Faso, Cameroon, Ghana, Guinea, Madagascar, Mali, Niger, Nigeria, Senegal, Togo	Angola, Burundi, Cape Verde, Congo, Dem. Rep., Lesotho, Morocco, Namibia, Rwanda, South Africa, Tanzania, Zimbabwe	Botswana, Egypt, Ethiopia, Malawi, Mozambique, South Sudan, Sudan, Tunisia, Uganda, Zambia	Kenya	34
Americas		Canada, United States of America	Brazil, Chile, El Salvador, Honduras	Argentina, Bolivia, Colombia, Costa Rica, Guatemala, Mexico, Nicaragua, Paraguay, Peru		15
Asia		Azerbaijan, China, Indonesia, Japan, Kazakhstan, Korea, Rep., Mongolia	Iran, Israel, Oman, Singapore, Sri Lanka, Turkey	Bahrain, Bangladesh, Cambodia, India, Iraq, Kuwait, Lebanon, Malaysia, Myanmar, Pakistan, Philippines, Qatar, Saudi Arabia, Thailand, United Arab Emirates, Vietnam, Yemen		30
Europe	Belgium, Cyprus, France, Netherlands	Albania, Austria, Belarus, Bulgaria, Croatia, Czech Republic, Denmark, Estonia, Finland, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine		Ireland, United Kingdom		34
Oceania	Australia	New Zealand				2
Total Countries	6	49	21	38	1	115

Table 18.2: Maximum Weekly Working Hours

Region	< 48 hours	48 hours	49-56 hours	≥ 57 hours	No Provision	Total Countries
Africa	Benin, Morocco, Senegal	Burundi, Cape Verde, Congo, Dem. Rep., Guinea, Niger	Angola, Chad, Lesotho, Mozambique, Namibia, South Africa, Uganda, Zimbabwe	Botswana, Cameroon, Egypt, Ethiopia, Kenya, Mali, South Sudan, Sudan, Tanzania, Tunisia	Burkina Faso, Ghana, Madagascar, Malawi, Nigeria, Rwanda, Togo, Zambia	34
Americas	Brazil	Canada	Argentina	Bolivia, Chile, Colombia, Costa Rica, Guatemala, Honduras, Mexico, Nicaragua, Paraguay	El Salvador, Peru, United States of America	15
Asia	Israel, Kazakhstan	China, Japan	Azerbaijan, Bangladesh, India, Indonesia, Iraq, Korea, Rep., Kuwait, Turkey, Vietnam	Bahrain, Cambodia, Iran, Lebanon, Malaysia, Myanmar, Oman, Pakistan, Qatar, Saudi Arabia, Singapore, Sri Lanka, Thailand, United Arab Emirates, Yemen	Mongolia, Philippines	30
Europe	Bulgaria, Czech Republic, Finland, France, Russian Federation, Slovenia, Spain, Sweden, Ukraine,	Albania, Austria, Croatia, Cyprus, Denmark, Estonia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, United Kingdom	Belarus, Belgium			34
Oceania					Australia, New Zealand	2
Total Countries	15	31	20	34	15	115

Table 19.2: Paid Weekly Rest Hours

Region	24 hours	25-36 hours	≥37 hours	Total Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Egypt, Ethiopia, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Niger, Nigeria, Rwanda, Senegal, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe	Namibia, South Africa	Congo, Dem. Rep., Ghana	34
Americas	Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras Mexico, Nicaragua, Paraguay, Peru, United States of America	Argentina		15
Asia	Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Japan, Kazakhstan, Korea, Rep., Kuwait, Malaysia, Myanmar, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Thailand, Turkey, United Arab Emirates, Vietnam, Yemen	Israel, Lebanon, Sri Lanka	Azerbaijan, Mongolia, Oman	30
Europe	Belgium, Croatia, Cyprus, Denmark, France, Germany, Ireland, Italy, Malta, Montenegro, Portugal, Slovenia, United Kingdom	Albania, Austria, Czech Republic, Finland, Greece, Netherlands, Norway, Poland, Spain, Sweden	Belarus, Bulgaria, Estonia, Hungary, Latvia, Lithuania, Luxembourg, Romania, Russian Federation, Slovakia, Ukraine	34
Oceania	Australia, New Zealand,			2
Total Countries	83	16	16	115

Table 20.2: Paid Public Holidays

Region	<10 days	10 days	11-15 days	≥ 16 days	Total Countries
Africa	Botswana, Mozambique, Nigeria, Senegal, Tunisia	Cameroon, Chad, Lesotho	Angola, Benin, Burkina Faso, Burundi, Cape Verde, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Madagascar, Malawi, Mali, Morocco, Namibia, Niger, Rwanda, South Africa, South Sudan, Sudan, Togo, Uganda, Zambia	Tanzania, Zimbabwe	34
Americas	Canada, Costa Rica, Mexico, Nicaragua		Argentina, Bolivia, Brazil, Chile, El Salvador, Guatemala, Honduras, Paraguay, Peru, United States of America,	Colombia	15
Asia	India, Iran, Israel, Philippines, Qatar	Vietnam	Bahrain, Bangladesh, China, Indonesia, Iraq, Kazakhstan, Korea, Rep., Kuwait, Malaysia, Mongolia, Oman, Pakistan, Saudi Arabia, Singapore, Thailand, Turkey, United Arab Emirates, Yemen	Azerbaijan, Cambodia, Japan, Lebanon, Myanmar, Sri Lanka	30
Europe	Belarus, United Kingdom	Belgium, Hungary, Ireland	Albania, Austria, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine		34
Oceania			Australia, New Zealand		2
Total Countries	16	7	83	9	115

Table 21.2: Annual Leave

Region	<3 working weeks	3 working weeks	>3 working weeks	No Provision	Total Countries
Africa	Congo, Dem. Rep., Ethiopia, Lesotho, Mozambique, Nigeria, Tunisia	Botswana, Ghana, Malawi, South Africa	Angola, Benin, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Egypt, Guinea, Kenya, Madagascar, Mali, Morocco, Namibia, Niger, Rwanda, Senegal, South Sudan, Sudan, Tanzania, Togo, Uganda, Zambia, Zimbabwe		34
Americas	Argentina, Canada, Costa Rica, El Salvador, Honduras, Mexico, Paraguay	Bolivia, Chile, Colombia, Guatemala	Brazil, Nicaragua, Peru	United States of America	15
Asia	China, Indonesia, Israel, Japan, Malaysia, Myanmar, Pakistan, Philippines, Singapore, Sri Lanka, Thailand, Turkey, Vietnam	Azerbaijan, Korea, Rep., Lebanon, Mongolia	Bahrain, Bangladesh, Cambodia, India, Iran, Iraq, Kazakhstan, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates, Yemen		30
Europe			Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		34
Oceania			Australia, New Zealand		2
Total Countries	26	12	76	1	115

Employment Security



The Employment Security indicator measures whether labour legislation ensures that workers' jobs are characterised by a degree of permanence and reliability. The indicator considers various aspects of employment security and stability like a written employment contract, indefinite vs fixed-term contracts for tasks of a permanent nature, a probation period, a notice period before termination of contract and severance pay.

A. Written Employment Contract

Nearly 90% (102) of the 115 countries covered require either a written employment or employment particulars which must be given to a worker on commencement of employment. There are 13 countries, nine of which are in Africa, which have no statutory provision on written employment contracts or particulars. Argentina (Americas) and Australia (Oceania) as well as Lebanon and Thailand in Asia, do not have any legal requirement for written employment contracts or particulars.

Table 22.1: Written Employment Contract

Region	Written Employment Contracts	Written Employment Particulars	No Provision	Total Countries
Africa	18	7	9	34
Americas	10	4	1	15
Asia	15	13	2	30
Europe	20	14	-	34
Oceania	1	-	1	2
Total Countries	64	38	13	115

B. Fixed Term Contracts

Nearly half of the countries examined under this Index, have either fixed contracts of more than 5-year duration or set no limits on the duration of fixed term contracts. Chile, Costa Rica, Iraq, and Morocco set the maximum limit at 12 months for fixed term contracts. Pakistan sets the lowest fixed term contract limit of 9 months. 54 (47%) countries require fixed term contracts of 13-60 months.

Table 23.1: Fixed Term Contracts

Region	≤12 months	13-24 months	25-36 months	37-60 months	≥61 months	No Limit	Total Countries
Africa	1	3	-	10	3	17	34
Americas	2	3	-	2	-	8	15
Asia	2	4	2	3	3	16	30
Europe	-	7	10	10	2	5	34
Oceania	-	-	-	-	-	2	2
Total Countries	5	17	12	25	8	48	115

C. Probation Period

More than 40% (52) countries have either no provision on probationary periods, or its duration is more than three months. Half of the countries in Europe have more than three months of probation while a similar percentage is observed for Africa. Half of the Asian countries provide for the probation period of three months. Twelve of the 15 countries in the Americas provide for a probationary period of three months or less. The USA is the only exception in the region: it has no statutory requirement on probationary period.

Table 24.1: Probation Period

Region	<3 months	3 months	>3 months	No Provision	Total Countries
Africa	9	7	14	4	34
Americas	7	5	1	2	15
Asia	2	15	7	6	30
Europe	4	13	17	-	34
Oceania	-	1	1	-	2
Total Countries	22	41	40	12	115

D. Termination Notice Period

Around 60% of the countries in the Index provide for a requisite notice period of four weeks or 30 days. Cambodia (Asia), Nicaragua (Americas) and Spain (Europe) are the only countries in this range to provide a 15 days' notice period. There are 10 countries which require a different notice period for workers and employers. Five of these countries are based in Europe. Iraq and Ukraine also require a different notice period for workers and employers. In Indonesia, Iran and Iraq, the notice period for the worker is 30 days while the employer does not have to observe any notice. In Ukraine, the minimum notice period for the worker is two weeks while for the employer it is two months.

Table 25.1: Termination Notice Period

Region	<14 days	14 days	15-30 days	>30 days	Different Notice Periods	No Provision	Total Countries
Africa	1	2	25	4	1	1	34
Americas	1	2	6	1	1	4	15
Asia	1	-	23	3	3	-	30
Europe	2	2	20	5	5	-	34
Oceania	-	1	-	-	-	1	2
Total Countries	5	7	74	13	10	6	115

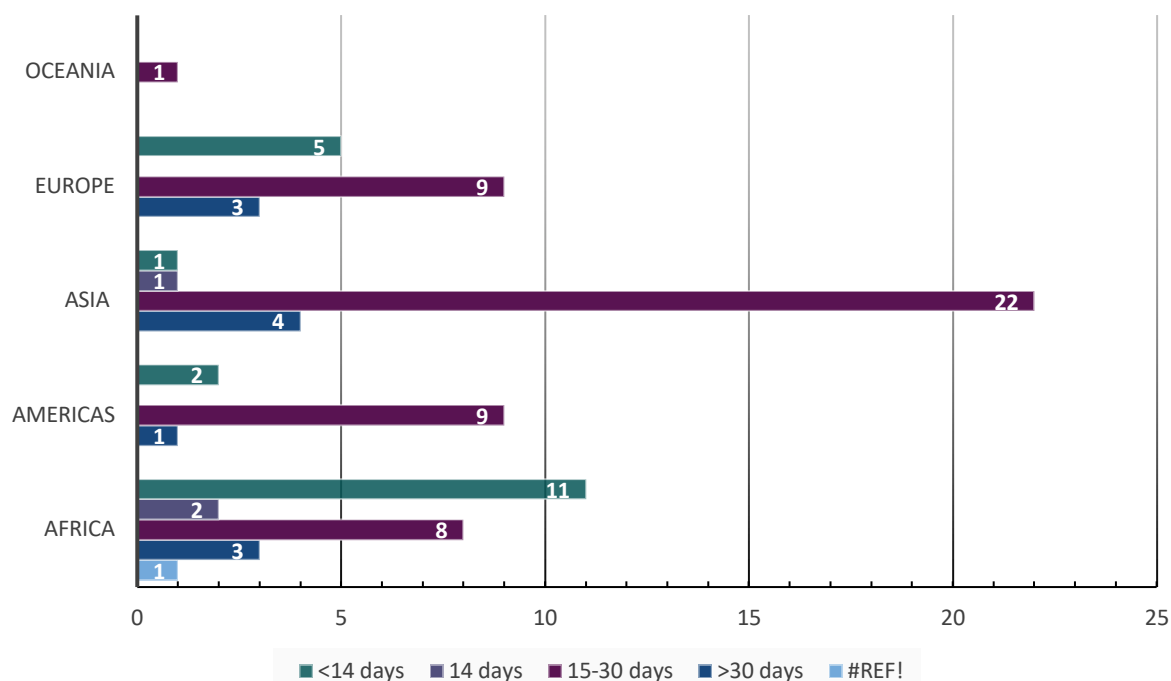
E. Severance Pay

More than 50% of the countries in this Index provide for a severance payment of 14 or more days per year of service. While 19 countries, 11 of which are in Africa, provide for less than 14 days' wages as severance payment, there are 33 countries which have no provision on statutory severance payment of at least 14 days per year of service. 17 of the 33 such countries are in Europe. Eight of these 33 "No Provision" countries either have a fixed severance pay which remains the same irrespective of the years of service, or is not provided after the first year of service. In Bulgaria, Estonia, Latvia, Lithuania, Mongolia, Russia, and Ukraine, the severance pay remains constant irrespective of the years of service. Guatemala does not provide any severance pay during the first year of service.

Table 26.1: Severance Pay

Region	<14 days	14 days	15-30 days	>30 days	No Provision	Total Countries
Africa	11	2	8	3	10	34
Americas	2	-	9	1	3	15
Asia	1	1	22	4	2	30
Europe	5	-	9	3	17	34
Oceania	-	-	1	-	1	2
Total Countries	19	3	49	11	33	115

Severance Pay



Country Lists

Table 22.2: Written Employment Contract

Region	Written Employment Contracts	Written Employment Particulars	No Provision	Total Countries
Africa	Burundi, Chad, Congo, Dem. Rep., Egypt, Ghana, Kenya, Madagascar, Mali, Mozambique, Niger, Nigeria, Rwanda, South Africa, South Sudan, Sudan, Tanzania, Togo, Uganda	Cape Verde, Ethiopia, Guinea, Malawi, Morocco, Zambia, Zimbabwe	Angola, Benin, Botswana, Burkina Faso, Cameroon, Lesotho, Namibia, Senegal, Tunisia	34
Americas	Chile, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America	Bolivia, Brazil, Canada, Colombia	Argentina	15
Asia	Azerbaijan, Bahrain, China, Iran, Iraq, Kuwait, Malaysia, Mongolia, Myanmar, Oman, Qatar, Saudi Arabia, United Arab Emirates, Vietnam, Yemen	Bangladesh, Cambodia, India, Indonesia, Israel, Japan, Kazakhstan, Korea, Rep., Pakistan, Philippines, Singapore, Sri Lanka, Turkey	Lebanon, Thailand	30
Europe	Albania, Belarus, Bulgaria, Croatia, Czech Republic, Estonia, Hungary, Italy, Latvia, Lithuania, Luxembourg, Montenegro, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Ukraine	Austria, Belgium, Cyprus, Denmark, Finland, France, Germany, Greece, Ireland, Malta, Netherlands, Spain, Sweden, United Kingdom		34
Oceania	New Zealand		Australia	2
Total Countries	64	38	13	115

Table 23.2: Fixed Term Contracts

Region	≤12 months	13-24 months	25-36 months	37-60 months	≥61 months	No Limit	Total Countries
Africa	Morocco	Guinea, Madagascar, Senegal		Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Ethiopia, Niger, South Sudan, Sudan, Togo, Tunisia	Angola, Mali, Mozambique	Benin, Botswana, Burkina Faso, Burundi, Egypt, Ghana, Kenya, Lesotho, Malawi, Namibia, Nigeria, Rwanda, South Africa, Tanzania, Uganda, Zambia, Zimbabwe	34
Americas	Chile, Costa Rica	Bolivia, Brazil, Honduras		Argentina, Peru		Canada, Colombia, El Salvador, Guatemala, Mexico, Nicaragua, Paraguay, United States of America	15
Asia	Iraq, Pakistan	Cambodia, Korea, Rep., Lebanon, Thailand	Indonesia, Kazakhstan	Azerbaijan, Bahrain, Saudi Arabia	China, Kuwait, Vietnam	Bangladesh, India, Iran, Israel, Japan, Malaysia, Mongolia, Myanmar, Oman, Philippines, Qatar, Singapore, Sri Lanka, Turkey, United Arab Emirates, Yemen	30
Europe		France, Germany, Italy, Luxembourg, Slovakia, Slovenia, Sweden	Belgium, Bulgaria, Croatia, Cyprus, Greece, Montenegro, Netherlands, Poland, Portugal, Romania	Finland, Hungary, Ireland, Latvia, Lithuania, Malta, Norway, Russian Federation, Spain, United Kingdom	Czech Republic, Estonia	Albania, Austria, Belarus, Denmark, Ukraine	34
Oceania						Australia, New Zealand	2
Total Countries	5	17	12	25	8	48	115

Table 23.2: Fixed Term Contracts

Region	<3 months	3 months	>3 months	No Provision	Total Countries
Africa	Angola, Benin, Burkina Faso, Cape Verde, Chad, Ethiopia, Guinea, Senegal, Togo,	Egypt, Madagascar, Morocco, Mozambique, South Sudan, Sudan, Zimbabwe	Botswana, Burundi, Cameroon, Congo, Dem. Rep., Kenya, Lesotho, Malawi, Mali, Niger, Rwanda, Tanzania, Tunisia, Uganda, Zambia	Ghana, Namibia, Nigeria, South Africa	34
Americas	Colombia, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay	Argentina, Bolivia, Brazil, Canada, Costa Rica	Peru	Chile, United States of America	15
Asia	Turkey, Vietnam	Azerbaijan, Bahrain, Bangladesh, Cambodia, Indonesia, Iran, Iraq, Kazakhstan, Korea, Rep., Lebanon, Mongolia, Myanmar, Oman, Pakistan, Saudi Arabia	China, India, Kuwait, Philippines, Qatar, United Arab Emirates, Yemen	Israel, Japan, Malaysia, Singapore, Sri Lanka, Thailand	30
Europe	Austria, Belgium, Netherlands, Spain	Albania, Belarus, Czech Republic, Denmark, Hungary, Latvia, Lithuania, Poland, Portugal, Romania, Russian Federation, Slovakia, Ukraine	Bulgaria, Croatia, Cyprus, Estonia, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Malta, Montenegro, Norway, Slovenia, Sweden, United Kingdom		34
Oceania		New Zealand	Australia		2
Total Countries	22	41	40	12	115

Table 24.2: Probation Period

Region	<3 months	3 months	>3 months	No Provision	Total Countries
Africa	Angola, Benin, Burkina Faso, Cape Verde, Chad, Ethiopia, Guinea, Senegal, Togo,	Egypt, Madagascar, Morocco, Mozambique, South Sudan, Sudan, Zimbabwe	Botswana, Burundi, Cameroon, Congo, Dem. Rep., Kenya, Lesotho, Malawi, Mali, Niger, Rwanda, Tanzania, Tunisia, Uganda, Zambia	Ghana, Namibia, Nigeria, South Africa	34
Americas	Colombia, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay	Argentina, Bolivia, Brazil, Canada, Costa Rica	Peru	Chile, United States of America	15
Asia	Turkey, Vietnam	Azerbaijan, Bahrain, Bangladesh, Cambodia, Indonesia, Iran, Iraq, Kazakhstan, Korea, Rep., Lebanon, Mongolia, Myanmar, Oman, Pakistan, Saudi Arabia	China, India, Kuwait, Philippines, Qatar, United Arab Emirates, Yemen	Israel, Japan, Malaysia, Singapore, Sri Lanka, Thailand	30
Europe	Austria, Belgium, Netherlands, Spain	Albania, Belarus, Czech Republic, Denmark, Hungary, Latvia, Lithuania, Poland, Portugal, Romania, Russian Federation, Slovakia, Ukraine	Bulgaria, Croatia, Cyprus, Estonia, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Malta, Montenegro, Norway, Slovenia, Sweden, United Kingdom		34
Oceania		New Zealand	Australia		
Total Countries	22	41	40	12	115

Table 25.2: Termination Notice Period

Region	<14 days	14 days	15-30 days	>30 days	Different Notice Periods	No Provision	Total Countries
Africa	Nigeria,	Congo, Dem. Rep., Ghana	Benin, Burkina Faso, Cameroon, Cape Verde, Chad, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia	Angola, Egypt, Ethiopia, Zimbabwe	Burundi	Botswana	34
Americas	El Salvador	Canada, Guatemala	Brazil, Chile, Costa Rica, Honduras, Nicaragua, Peru	Paraguay	Argentina	Bolivia, Colombia, Mexico, United States of America	15
Asia	Singapore		Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Israel, Japan, Kazakhstan, Korea, Rep., Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Sri Lanka, Thailand, Turkey, United Arab Emirates, Yemen	Kuwait, Saudi Arabia, Vietnam	Indonesia, Iran, Iraq		30
Europe	Ireland, United Kingdom,	Cyprus, Malta	Albania, Bulgaria, Croatia, Estonia, Finland, France, Germany, Greece, Italy, Latvia, Lithuania, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Slovenia, Spain, Sweden	Austria, Belgium, Czech Republic, Russian Federation, Slovakia	Belarus, Denmark, Hungary, Luxembourg, Ukraine		34
Oceania		Australia				New Zealand	2
Total Countries	5	7	74	13	10	6	115

Table 26.2: Severance Pay

Region	<14 days	14 days	15-30 days	>30 days	No Provision	Total Countries
Africa	Burkina Faso, Cameroon, Guinea, Madagascar, Mali, Namibia, Niger, South Africa, Tanzania, Togo, Tunisia	Lesotho, Malawi	Angola, Cape Verde, Egypt, Ethiopia, Kenya, Morocco, Mozambique, South Sudan	Rwanda, Senegal, Zambia	Benin, Botswana, Burundi, Chad, Congo, Dem. Rep., Ghana, Nigeria, Sudan, Uganda, Zimbabwe	34
Americas	Brazil, Canada		Argentina, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Paraguay	Mexico	Bolivia, Peru, United States of America	15
Asia	Malaysia	Iraq	Bahrain, Bangladesh, Cambodia, China, India, Iran, Israel, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Turkey, United Arab Emirates, Vietnam, Yemen	Azerbaijan, Indonesia, Sri Lanka, Thailand	Japan, Singapore	30
Europe	Croatia, France, Montenegro, Portugal, Slovenia		Bulgaria, Estonia, Germany, Greece, Latvia, Poland, Russian Federation, Spain, Ukraine	Belarus, Czech Republic, Lithuania	Albania, Austria, Belgium, Cyprus, Denmark, Finland, Hungary, Ireland, Italy, Luxembourg, Malta, Netherlands, Norway, Romania, Slovakia, Sweden, United Kingdom	34
Oceania			Australia		New Zealand	2
Total Countries	20	3	48	12	33	115

Family Responsibilities



Family responsibilities are responsibilities in relation to dependent children and other immediate family members who need care (sick, elder, infirm). The Family Responsibilities indicator measures whether labour legislation ensures that workers get paternity leave, parental leave and flexible work options while tending to their family responsibilities.

A. Parental Leave

Nearly 45% (52) countries provide for parental leave. Only Chile (Americas) and Singapore (Asia) require a parental leave of less than 4 months. 43 countries, of which 28 are in Europe and eight in Asia, require a parental leave of more than 4 months. 63 countries have no provision on parental leave, the majority of which are in Africa (31 of 34), the Americas (12 of 15) and Asia (20 of 30).

Table 27.1: Parental Leave

Region	<4 months	4 months	>4 months	No Provision	Total Countries
Africa	-	-	3	31	34
Americas	1	-	2	12	15
Asia	1	1	8	20	30
Europe	-	6	28	-	34
Oceania	-	-	2	-	2
Total Countries	2	7	43	63	115

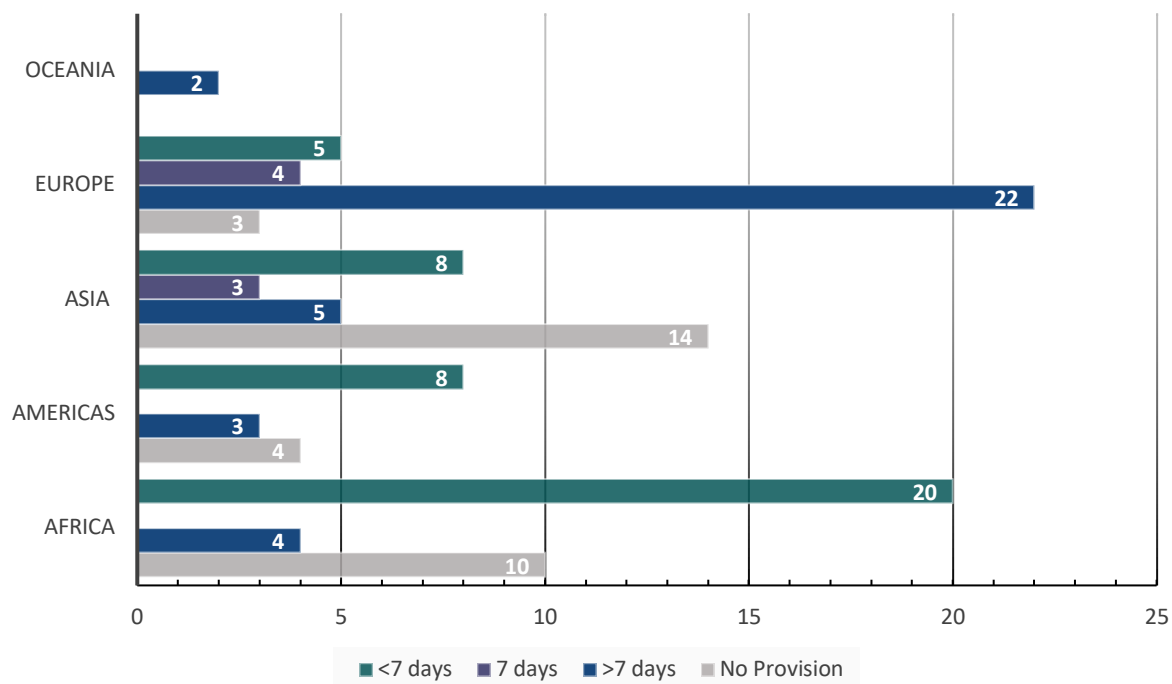
B. Paternity Leave

Less than 40% (43) countries require a paternity leave of 7 calendar days or more. Of these, four countries, Azerbaijan, Belarus, New Zealand and Ukraine, provide for unpaid paternity leave of 14 calendar days. However, Europe still leads in the total number of days for leave provided to the father, making over 60% of countries providing over 7 days of leave. Nearly one third of the countries provide for less than 7 days of paternity leave, of which the majority are in Africa.

Table 28.1: Paternity Leave

Region	<7 days	7 days	>7 days	No Provision	Total Countries
Africa	20	-	4	10	34
Americas	8	-	3	4	15
Asia	8	3	5	14	30
Europe	5	4	22	3	34
Oceania	-	-	2	-	2
Total Countries	41	7	36	31	115

Paternity Leave



C. Flexible Work Arrangements

Nearly 30% (33) of the countries require flexible work arrangements for workers, especially working parents. 23 of these 33 countries are from Europe, six in Asia, two in Africa (Angola and Tunisia), and one each in the Americas (Chile) and Oceania (Australia) each.

Table 29.1: Flexible Work Arrangements

Region	Flexible Work Arrangements	No Provision	Total Countries
Africa	2	32	34
Americas	1	14	15
Asia	6	24	30
Europe	23	11	34
Oceania	1	1	2
Total Countries	33	82	115

D. Paid Nursing Breaks

Other than Israel, which requires nursing breaks for less than 6 months of child's age (4 months), 96 countries require paid nursing breaks until a child is at least 6 months old. Of these 96, 25 countries require nursing breaks until a child is over 12 months. 18 countries do not require employers to provide nursing breaks to women workers. In Denmark, Finland, Norway, Poland and the UK, the length of maternity leave and parental leave is long enough to cover the requisite nursing period involving paid breaks for at least six months for mothers.

Table 30.1: Paid Nursing Breaks

Region	<6 months	6 months	7-12 months	>12 months	No Provision	Total Countries
Africa	-	9	10	11	4	34
Americas	-	8	5	1	1	15
Asia	1	4	11	6	8	30
Europe	-	9	14	7	4	34
Oceania	-	-	1	-	1	2
Total Countries	1	30	41	25	18	115

Country Lists

Table 27.2: Parental Leave

Region	<4 months	4 months	>4 months	No Provision	Total Countries
Africa			Burkina Faso, Egypt, Guinea	Angola, Benin, Botswana, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Ethiopia, Ghana, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe	34
Americas	Chile		Canada, United States of America,	Argentina, Bolivia, Brazil, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru	15
Asia	Singapore	Kuwait	Azerbaijan, Bahrain, Iraq, Japan, Kazakhstan, Korea, Rep., Mongolia, Turkey	Bangladesh, Cambodia, China, India, Indonesia, Iran, Israel, Lebanon, Malaysia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, Thailand, United Arab Emirates, Vietnam, Yemen	30
Europe		Albania, Belgium, Croatia, Greece, Luxembourg, Malta,	Austria, Belarus, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, Ireland, Italy, Latvia, Lithuania, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		34
Oceania			Australia, New Zealand		2
Total Countries	2	7	43	63	115

Table 28.2: Paternity Leave

Region	<7 days	7 days	>7 days	No Provision	Total Countries
Africa	Angola, Benin, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Ethiopia, Mali, Morocco, Mozambique, Niger, Rwanda, Senegal, Tanzania, Togo, Tunisia, Uganda, Zambia		Kenya, South Africa, South Sudan, Zimbabwe	Botswana, Egypt, Ghana, Guinea, Lesotho, Madagascar, Malawi, Namibia, Nigeria, Sudan	34
Americas	Argentina, Bolivia, Brazil, Chile, El Salvador, Guatemala, Mexico, Nicaragua		Colombia, Paraguay, Peru	Canada, Costa Rica, Honduras, United States of America	15
Asia	Bahrain, Indonesia, Kazakhstan, Korea, Rep., Lebanon, Saudi Arabia, Turkey, Vietnam	Cambodia, Israel, Philippines	Azerbaijan, China, Iran, Myanmar, Singapore	Bangladesh, India, Iraq, Japan, Kuwait, Malaysia, Mongolia, Oman, Pakistan, Qatar, Sri Lanka, Thailand, United Arab Emirates, Yemen	30
Europe	Albania, Greece, Italy, Malta, Russian Federation	Croatia, Czech Republic, Hungary, Netherlands	Austria, Belarus, Belgium, Bulgaria, Cyprus, Denmark, Estonia, Finland, France, Ireland, Latvia, Lithuania, Luxembourg, Norway, Poland, Portugal, Romania, Slovenia, Spain, Sweden, Ukraine, United Kingdom	Germany, Montenegro, Slovakia	34
Oceania			Australia, New Zealand		2
Total Countries	41	7	36	31	115

Table 29.2: Flexible Work Arrangements

Region	Flexible Work Arrangements	No Provision	Total Countries
Africa	Angola, Tunisia	Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Uganda, Zambia, Zimbabwe	34
Americas	Chile,	Argentina, Bolivia, Brazil, Canada, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America	15
Asia	Azerbaijan, India, Japan, Kazakhstan, Korea, Rep., Turkey,	Bahrain, Bangladesh, Cambodia, China, Indonesia, Iran, Iraq, Israel, Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, Thailand, United Arab Emirates, Vietnam, Yemen	30
Europe	Albania, Austria, Belgium, Bulgaria, Croatia, Czech Republic, Finland, France, Germany, Greece, Italy, Latvia, Lithuania, Montenegro, Netherlands, Portugal, Romania, Russian Federation, Slovenia, Spain, Sweden, Ukraine, United Kingdom	Belarus, Cyprus, Denmark, Estonia, Hungary, Ireland, Luxembourg, Malta, Norway, Poland, Slovakia	34
Oceania	Australia	New Zealand	2
Total Countries	33	82	115

Table 30.2: Paid Nursing Breaks

Region	<6 months	6 months	7-12 months	>12 months	No Provision	Total Countries
Africa		Botswana, Burundi, Cape Verde, Kenya, Lesotho, South Africa, South Sudan, Zambia, Zimbabwe	Angola, Congo, Dem. Rep., Ghana, Guinea, Mozambique, Niger, Nigeria, Rwanda, Tanzania, Tunisia	Benin, Burkina Faso, Cameroon, Chad, Egypt, Madagascar, Mali, Morocco, Senegal, Sudan, Togo	Ethiopia, Malawi, Namibia, Uganda	34
Americas		Brazil, Colombia, Costa Rica, El Salvador, Honduras, Mexico, Nicaragua, Paraguay,	Argentina, Bolivia, Guatemala, Peru, United States of America	Chile	Canada	15
Asia	Israel	Bahrain, Indonesia, Saudi Arabia, Yemen	China, Iraq, Japan, Korea, Rep., Mongolia, Philippines, Qatar, Sri Lanka, Turkey, Vietnam	Azerbaijan, India, Iran, Kazakhstan, Kuwait, United Arab Emirates	Bangladesh, Lebanon, Malaysia, Myanmar, Oman, Pakistan, Singapore, Thailand	30
Europe		Albania, Austria, Ireland, Italy, Lithuania, Luxembourg, Norway, Poland, Slovakia	Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, France, Germany, Hungary, Montenegro, Netherlands, Portugal, Romania, Spain, Sweden	Belarus, Estonia, Greece, Latvia, Russian Federation, Slovenia, Ukraine	Denmark, Finland, Malta, United Kingdom	34
Oceania			New Zealand		Australia	2
Total Countries	1	30	41	25	18	115

Maternity at Work



Maternity protection allows women to successfully combine their productive and reproductive roles without compromising one at the cost of another. Similarly, it protects women from discrimination in the labour market due to their reproductive roles. The Maternity at Work indicator measures whether labour legislation ensures that workers get paid maternity leave and are protected from dismissal during and on account of pregnancy.

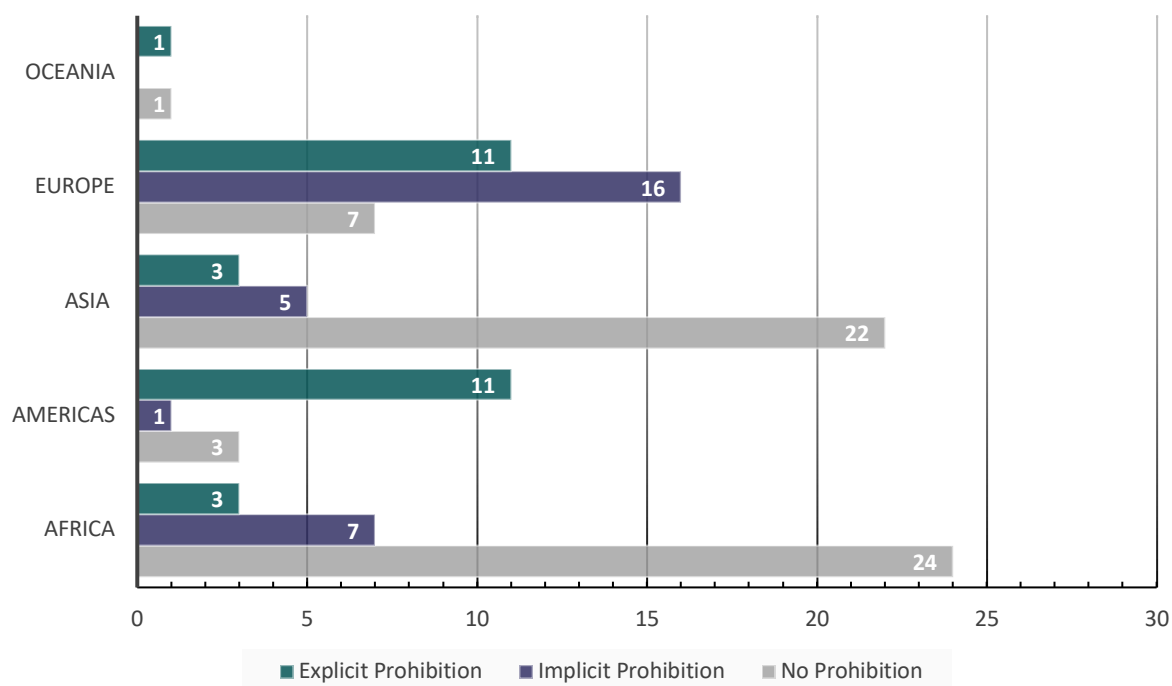
A. Pregnancy Inquiry during Recruitment

An equal number of countries have explicit and implicit prohibition on requiring a test for pregnancy or certificate of such a test when a woman is applying for employment. 11 countries each from Americas and Europe have an explicit prohibition on inquiry about pregnancy during recruitment, while most (16) of the countries having an implicit prohibition are situated in Europe. More than 20 countries, both in Africa and Asia, have no prohibition on inquiring about pregnancy or making a woman worker test for pregnancy during the recruitment process.

Table 31.1: Pregnancy Inquiry during Recruitment

Region	Explicit Prohibition	Implicit Prohibition	No Prohibition	Total Countries
Africa	3	7	24	34
Americas	11	1	3	15
Asia	3	5	22	30
Europe	11	16	7	34
Oceania	1	-	1	2
Total Countries	29	29	57	115

Pregnancy Inquiry During Recruitment



B. Maternity Leave

More than 60% (74) countries require a maternity leave of at least 14 weeks. 14 countries require less than 12 weeks of maternity leave. Of these, nine are from Asia (eight from the Middle East region). 27 countries provide for maternity leave of 12-13 weeks. 13 of these countries are in Africa and seven each from the Americas and Asia. An overwhelming majority of European countries (30 of 34) provide more than 14 weeks of maternity leave.

Table 32.1: Maternity Leave

Region	<12 weeks	12-13 weeks	14 weeks	15-17 weeks	≥18 weeks	Total Countries
Africa	5	13	14	2	-	34
Americas	-	7	1	4	3	15
Asia	9	7	4	4	6	30
Europe	-	-	4	11	19	34
Oceania	-	-	1	-	1	2
Total Countries	14	27	24	21	29	115

C. Maternity Benefits

Most countries (103 of 115) require maternity benefit, equivalent to at least two-thirds (66.67%) of the worker's former wage. Five countries, Australia, Finland, Ireland, Malta and the UK, provide a flat rate benefit to a worker during maternity leave. Six countries, Botswana, Canada, Iran, Nigeria, Saudi Arabia and South Africa, require a maternity benefit of less than two-thirds of the worker's former wage. The US is the only country which has no statutory provision on paid maternity leave.

Table 33.1: Maternity Benefits

Region	<66.67%	≥66.67%	Flat-rate benefit	Unpaid	Total Countries
Africa	3	31	-	-	34
Americas	1	13	-	1	15
Asia	2	28	-	-	30
Europe	-	30	4	-	34
Oceania	-	1	1	-	2
Total Countries	6	103	5	1	115

D. Source of Maternity Benefits

Nearly 70% (76) countries provide maternity benefits either as a universal benefit or through the social insurance system. 14 countries provide maternity benefits through a mixed system where the employer pays a certain part of the former wage and the remainder is paid through social insurance or public funds. 24 countries, 12 each from Africa and Asia, follow an employer liability system where the employer is required to pay the workers' wages during the term of maternity leave. The US is the only country, under this Index, which has unpaid maternity leave.

Table 34.1: Source of Maternity Benefits

Region	Employer Liability	Mixed System	Social Insurance or Universal Benefits	Unpaid	Total Countries
Africa	12	8	14	-	34
Americas	-	2	12	1	15
Asia	12	2	16	-	30
Europe	-	2	32	-	34
Oceania	-	-	2	-	2
Total Countries	24	14	76	1	115

E. Prohibition on Dismissals during Pregnancy

There are only 10 countries which do not prohibit dismissal of a woman worker's employment during or on account of pregnancy. Bangladesh, Botswana, Iran, Iraq, Malaysia, Myanmar, Pakistan, Qatar, Singapore, and Yemen have no statutory provision prohibiting employers from dismissing workers on account of pregnancy.

Table 35.1: Prohibition on Dismissals during Pregnancy

Region	Prohibition on dismissals	No Prohibition	Total Countries
Africa	33	1	34
Americas	15	-	15
Asia	21	9	30
Europe	34	-	34
Oceania	2	-	2
Total Countries	105	10	115

Country Lists

Table 31.2: Pregnancy Inquiry during Recruitment

Region	Explicit Prohibition	Implicit Prohibition	No Prohibition	Total Countries
Africa	Congo, Dem. Rep., Rwanda, South Sudan	Burkina Faso, Kenya, Namibia, South Africa, Tanzania, Zambia, Zimbabwe	Angola, Benin, Botswana, Burundi, Cameroon, Cape Verde, Chad, Egypt, Ethiopia, Ghana, Guinea, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Niger, Nigeria, Senegal, Sudan, Togo, Tunisia, Uganda,	34
Americas	Argentina, Brazil, Canada, Chile, Colombia, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, United States of America	Peru	Bolivia, Costa Rica, Guatemala	15
Asia	China, Israel, Kazakhstan	Azerbaijan, Korea, Rep., Mongolia, Philippines, Turkey	Bahrain, Bangladesh, Cambodia, India, Indonesia, Iran, Iraq, Japan, Kuwait, Lebanon, Malaysia, Myanmar, Oman, Pakistan, Qatar, Saudi Arabia, Singapore, Sri Lanka, Thailand, United Arab Emirates, Vietnam, Yemen	30
Europe	Albania, Denmark, France, Montenegro, Netherlands, Norway, Portugal, Romania, Slovakia, Slovenia, Ukraine	Austria, Belarus, Bulgaria, Croatia, Cyprus, Finland, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Poland, Russian Federation, Spain, United Kingdom	Belgium, Czech Republic, Estonia, Germany, Greece, Ireland, Sweden	34
Oceania	New Zealand		Australia	2
Total Countries	29	29	57	115

Table 32.2: Maternity Leave

Region	<12 weeks	12-13 weeks	14 weeks	15-17 weeks	≥18 weeks	Total Countries
Africa	Cape Verde, Malawi, Mozambique, Sudan, Tunisia	Angola, Botswana, Burundi, Egypt, Ghana, Kenya, Lesotho, Namibia, Nigeria, Rwanda, South Sudan, Tanzania, Uganda,	Benin, Burkina Faso, Cameroon, Chad, Congo, Dem. Rep., Guinea, Madagascar, Mali, Morocco, Niger, Senegal, Togo, Zambia, Zimbabwe	Ethiopia, South Africa		34
Americas		Argentina, Bolivia, Guatemala, Honduras, Mexico, Nicaragua, United States of America,	Peru	Brazil, Canada, Costa Rica, El Salvador	Chile, Colombia, Paraguay	15
Asia	Bahrain, Kuwait, Lebanon, Malaysia, Oman, Qatar, Saudi Arabia, United Arab Emirates, Yemen	Cambodia, Indonesia, Korea, Rep., Pakistan, Singapore, Sri Lanka, Thailand	China, Iraq, Japan, Myanmar	Bangladesh, Mongolia, Philippines, Turkey	Azerbaijan, India, Iran, Israel, Kazakhstan, Vietnam	30
Europe			Croatia, Germany, Montenegro, Sweden,	Austria, Belgium, Finland, France, Greece, Latvia, Luxembourg, Netherlands, Portugal, Slovenia, Spain	Albania, Belarus, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Hungary, Ireland, Italy, Lithuania, Malta, Norway, Poland, Romania, Russian Federation, Slovakia, Ukraine, United Kingdom	34
Oceania			New Zealand		Australia	2
Total Countries	14	27	24	21	29	115

Table 33.2: Maternity Benefits

Region	<66.67%	≥66.67%	Flat-rate benefit	Unpaid	Total Countries
Africa	Botswana, Nigeria, South Africa	Angola, Benin, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Rwanda, Senegal, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe			34
Americas	Canada,	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru		United States of America	15
Asia	Iran, Saudi Arabia	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Singapore, Sri Lanka, Thailand, Turkey, United Arab Emirates, Vietnam, Yemen			30
Europe		Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine	Finland, Ireland, Malta, United Kingdom		34
Oceania		New Zealand	Australia		2
Total Countries	6	103	5	1	115

Table 34.2: Source of Maternity Benefits

Region	Employer Liability	Mixed System	Social Insurance or Universal Benefits	Unpaid	Total Countries
Africa	Botswana, Ethiopia, Ghana, Kenya, Lesotho, Malawi, Nigeria, South Sudan, Sudan, Uganda, Zambia, Zimbabwe	Burundi, Chad, Guinea, Madagascar, Namibia, Niger, Rwanda, Togo	Angola, Benin, Burkina Faso, Cameroon, Cape Verde, Congo, Dem. Rep., Egypt, Mali, Morocco, Mozambique, Senegal, South Africa, Tanzania, Tunisia		34
Americas		Honduras, Nicaragua	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Mexico, Paraguay, Peru	United States of America	15
Asia	Bahrain, Bangladesh, Indonesia, Kuwait, Malaysia, Oman, Qatar, Saudi Arabia, Singapore, Sri Lanka, United Arab Emirates, Yemen	Pakistan, Thailand	Azerbaijan, Cambodia, China, India, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Lebanon, Mongolia, Myanmar, Philippines, Turkey, Vietnam		30
Europe		Denmark, United Kingdom,	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine		34
Oceania			Australia, New Zealand		2
Total Countries	24	14	76	1	115

Table 35.2: Prohibition on Dismissals during Pregnancy

Region	Prohibition on dismissals	No Prohibition	Total Countries
Africa	Angola, Benin, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe	Botswana	34
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America		15
Asia	Azerbaijan, Bahrain, Cambodia, China, India, Indonesia, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Mongolia, Oman, Philippines, Saudi Arabia, Sri Lanka, Thailand, Turkey, United Arab Emirates, Vietnam	Bangladesh, Iran, Iraq, Malaysia, Myanmar, Pakistan, Qatar, Singapore, Yemen	30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		34
Oceania	Australia, New Zealand		2
Total Countries	105	10	115

Safe Work



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

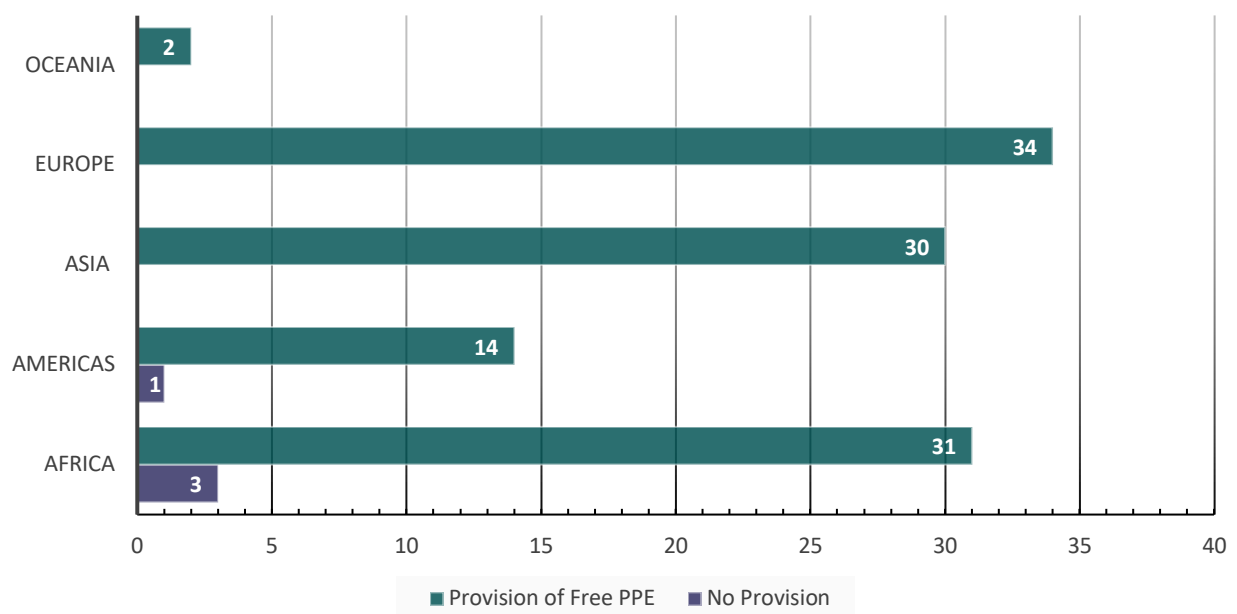
A. Free Personal Protective Equipment

Most of the countries require provision of free personal protective equipment (PPE) to a worker when the hazards at a workplace cannot be reduced through other means. Argentina, Burundi, Chad and Mali have no statutory provision requiring employers to provide PPE, at no cost to the worker.

Table 37.1: Free Personal Protective Equipment

Region	Provision of Free PPE	No Provision	Total Countries
Africa	31	3	34
Americas	14	1	15
Asia	30	-	30
Europe	34	-	34
Oceania	2	-	2
Total Countries	111	4	115

Free Personal Protective Equipment



B. Training on OSH

An overwhelming majority of countries (111 of 115) requires employers to inform workers about workplace hazards and train on health and safety issues. Only four countries, Cape Verde, Israel, Myanmar, and Sri Lanka, have no provision on training with regard to occupational safety and health issues at the workplace.

Table 37.1: Training on OSH

Region	Training on OSH	No Provision	Total Countries
Africa	33	1	34
Americas	15	-	15
Asia	27	3	30
Europe	34	-	34
Oceania	2	-	2
Total Countries	111	4	115

C. Restriction on Work (for Pregnant workers)

More than 70% (82 of 115) restrict work that is prejudicial to the health of mother or child. 33 countries, with 16 and 14 countries in Africa and Asia respectively, do not prohibit engagement of women in work which is prejudicial to the health of mother or child. Three countries from the Americas, Colombia, El Salvador and Honduras, also do not restrict employment of pregnant or nursing women in work prejudicial to their or their child's health.

Table 38.1: Restriction on Work (for Pregnant workers)

Region	Prohibition of work prejudicial to the health of mother or child	No Provision	Total Countries
Africa	18	16	34
Americas	12	3	15
Asia	16	14	30
Europe	34	-	34
Oceania	2	-	2
Total Countries	82	33	115

D. Employment Injury Benefit

Most countries (85 of 115) provide employment injury benefits, in the event of an occupational injury or disease, through the social insurance system. 27 countries provide employment injury benefits through insurance providers, public or private carriers. Three Asian countries, Bangladesh, Qatar and the United Arab Emirates, make employment injury benefit an employer liability.

Table 39.1: Employment Injury Benefit

Region	Employer Liability	Insurance Provider	Social Insurance	Total Countries
Africa	-	12	22	34
Americas	-	5	10	15
Asia	3	6	21	30
Europe	-	2	32	34
Oceania	-	2	-	2
Total Countries	3	27	85	115

Country Lists

Table 36.2: Free Personal Protective Equipment

Region	Provision of Free PPE	No Provision	Total Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Cameroon, Cape Verde, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe	Burundi, Chad, Mali	34
Americas	Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America	Argentina	15
Asia	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, Thailand, Turkey, United Arab Emirates, Vietnam, Yemen		30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		34
Oceania	Australia, New Zealand		2
Total Countries	111	4	115

Table 37.2: Training on OSH

Region	Training on OSH	No Provision	Total Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe	Cape Verde	34
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America		15
Asia	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Thailand, Turkey, United Arab Emirates, Vietnam, Yemen	Israel, Myanmar, Sri Lanka	30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		34
Oceania	Australia, New Zealand		2
Total Countries	111	4	115

Table 38.2: Restriction on Work (for Pregnant workers)

Region	Prohibition of work prejudicial to the health of mother or child	No Provision	Total Countries
Africa	Angola, Burkina Faso, Cape Verde, Congo, Dem. Rep., Egypt, Ethiopia, Guinea, Madagascar, Mozambique, Namibia, Niger, Rwanda, South Africa, South Sudan, Tanzania, Tunisia, Uganda, Zambia	Benin, Botswana, Burundi, Cameroon, Chad, Ghana, Kenya, Lesotho, Malawi, Mali, Morocco, Nigeria, Senegal, Sudan, Togo, Zimbabwe	34
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Costa Rica, Guatemala, Mexico, Nicaragua, Paraguay, Peru, United States of America	Colombia, El Salvador, Honduras	15
Asia	Azerbaijan, China, Indonesia, Iran, Japan, Kazakhstan, Korea, Rep., Kuwait, Malaysia, Mongolia, Myanmar, Singapore, Thailand, Turkey, Vietnam, Yemen	Bahrain, Bangladesh, Cambodia, India, Iraq, Israel, Lebanon, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, United Arab Emirates	30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		34
Oceania	Australia, New Zealand		2
Total Countries	82	33	115

Table 39.2: Employment Injury Benefit

Region	Employer Liability	Insurance Provider	Social Insurance	Total Countries
Africa		Angola, Botswana, Burundi, Ghana, Kenya, Lesotho, Malawi, Morocco, Mozambique, South Africa, Uganda, Zambia	Benin, Burkina Faso, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Guinea, Madagascar, Mali, Namibia, Niger, Nigeria, Rwanda, Senegal, South Sudan, Sudan, Tanzania, Togo, Tunisia, Zimbabwe	34
Americas		Argentina, Brazil, Costa Rica, Honduras, United States of America,	Bolivia, Canada, Chile, Colombia, El Salvador, Guatemala, Mexico, Nicaragua, Paraguay, Peru	15
Asia	Bangladesh, Qatar, United Arab Emirates,	Azerbaijan, Kazakhstan, Lebanon, Singapore, Sri Lanka, Thailand	Bahrain, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Korea, Rep., Kuwait, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Saudi Arabia, Turkey, Vietnam, Yemen	30
Europe		Finland, Portugal	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom	34
Oceania		Australia, New Zealand		2
Total Countries	3	27	85	115

Social Security



Adequate social protection is an important aspect of decent work. Protection from the major risks in life through social protection helps keep people out of poverty and prevents them from being thrown into poverty when unforeseen catastrophes occur, such as an accident, an illness or the loss of a job or in old age when work is impossible or very difficult.

Social security covers a broad range of benefits which, depending on the country, may include:

- (i) old-age pensions;**
- (ii) health care;**
- (ii) dependants'/survivors' benefit;**
- (iv) disability/invalidity insurance;**
- (v) paid sick leave; and**
- (vi) unemployment insurance.**

A. Old Age Pension

Over 85% (100 of 115) countries provide old age pension through a contributory social insurance system. Five countries, Bangladesh, Canada, Mexico, New Zealand and South Africa, provide a non-contributory (universal or social assistance based) old age pension. Eight countries provide a state administered provident fund or a mandatory individual account system for old age pensions. Malawi and Nigeria have a non-state administered provident fund and/or mandatory individual account system for old age pensions.

Table 40.1: Old Age Pension

Region	Contributory Old age pension (Social Insurance)	Non-Contributory Old age pension (Universal + social assistance (mt))	State Administered (Provident Fund & Mandatory Individual Account)	Non-State Administered (PF & MIA)	Total Countries
Africa	29	1	2	2	34
Americas	12	2	1	-	15
Asia	26	1	3	-	30
Europe	32	-	2	-	34
Oceania	1	1	-	-	2
Total Countries	100	5	8	2	115

B. Dependants'/Survivors' Pension

More than 100 countries require a social insurance-based dependants/survivors' pension system. There is a provision of a non-contributory survivors' pension in four countries, Bangladesh, Netherlands, New Zealand, and Norway have a non-contributory (universal or social assistance) survivors' pension. El Salvador, Malawi and Nigeria provide a non-state administered provident fund or mandatory individual account system for survivors' pension.

Table 41: Dependants'/Survivors' Pension

Region	Contributory Survivors' pension (Social Insurance)	Non-Contributory Survivors' pension (Universal + social assistance (mt))	State Administered (Provident Fund & Mandatory Individual Account)	Non-State Administered (PF & MIA)	Total Countries
Africa	30	-	2	2	34
Americas	14	-	-	1	15
Asia	27	1	2	-	30
Europe	31	2	1	-	34
Oceania	1	1	-	-	2
Total Countries	103	4	5	3	115

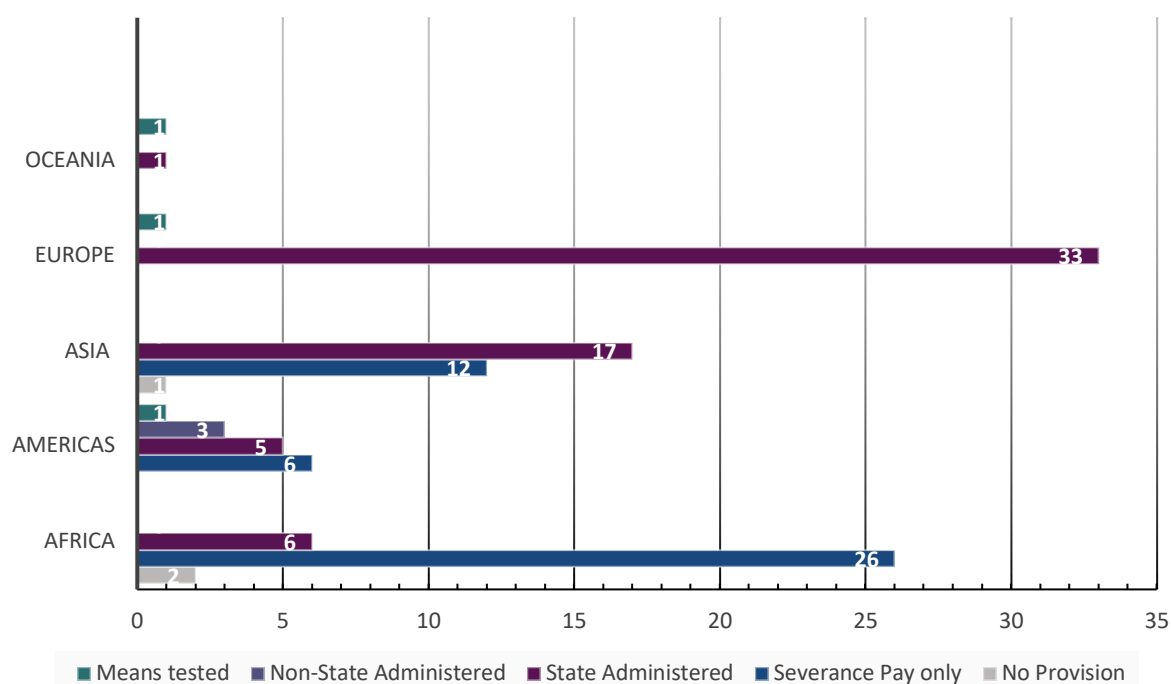
C. Unemployment Benefits

More than 50% (62 of 115) countries provide for a state administered unemployment benefit. Australia, Brazil and Romania have a state administered system which is means-tested. While 40 countries have severance pay in the event of contract termination or loss of employment, Burundi, Ghana and Singapore have neither severance pay nor unemployment benefit.

Table 42: Unemployment Benefits

Region	Means tested	Non-State Administered	State Administered	Severance Pay only	No Provision	Total Countries
Africa	-	-	6	26	2	34
Americas	1	3	5	6	-	15
Asia	-	-	17	12	1	30
Europe	1	-	33	-	-	34
Oceania	1	-	1	-	-	2
Total Countries	3	3	62	44	3	115

Unemployment Benefits



D. Sickness Benefit

Nearly 65% (75 of 115) countries require a sickness benefit of at least 6 months. A similar number of countries provide state administered sickness benefits. 36 countries require sickness benefit to last less than six months and make it an employer liability i.e., require the employer to pay wages during the period of sickness. It must be emphasised however that though the number of countries remains the same in above referred cases, the actual countries might be different. Burkina Faso, Ghana, Korea Rep., and Senegal do not provide any statutory sickness benefit. In provision of sickness benefit, waiting periods were also considered. 17 countries have waiting periods of over 10 days to access sickness benefits. 13 of these countries are in Europe. Azerbaijan, Brazil, Namibia and New Zealand also require a waiting period of more than 10 days to access sickness benefits.

i)

Table 43.1: Sickness Benefit – Duration

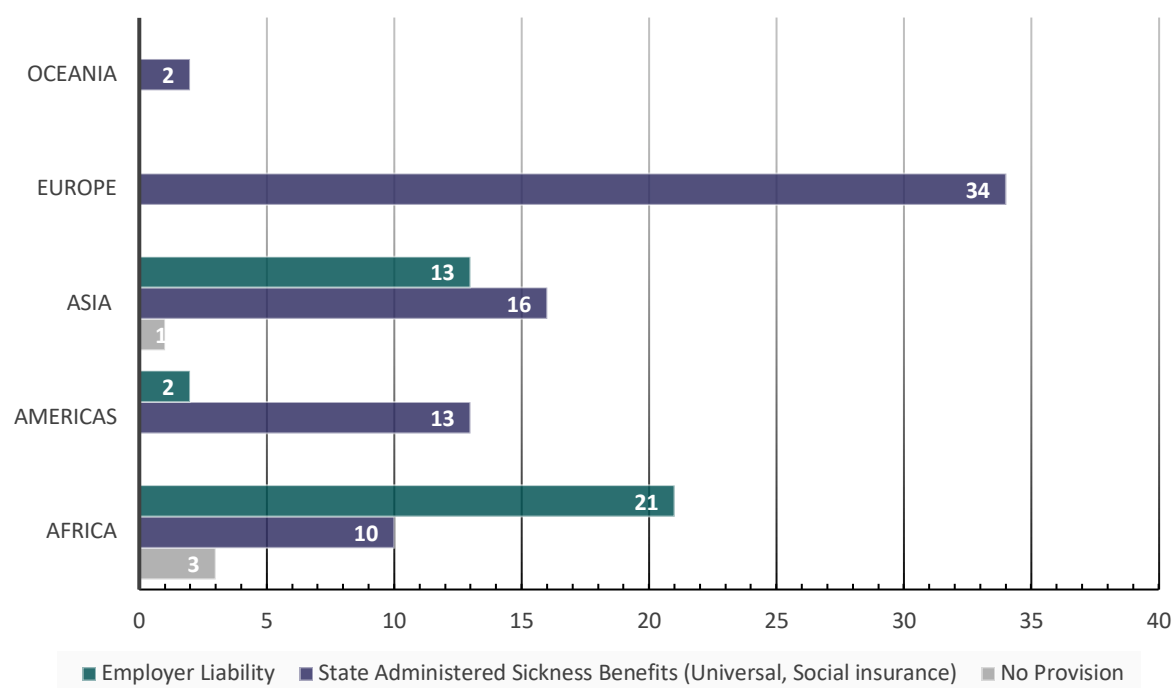
Region	<6 months	6 months	>6 months	No Provision	Total Countries
Africa	13	10	8	3	34
Americas	3	6	6	-	15
Asia	17	5	7	1	30
Europe	3	9	22	-	34
Oceania	-	-	2	-	2
Total Countries	36	30	45	4	115

ii)

Table 44.1: Sickness Benefit – Source

Region	Employer Liability	State Administered Sickness Benefits (Universal, Social insurance)	No Provision	Total Countries
Africa	21	10	3	34
Americas	2	13	0	15
Asia	13	16	1	30
Europe	-	34	-	34
Oceania	-	2	-	2
Total Countries	36	75	4	115

Sickness Benefit - Source



iii)

Table 45.1: Sickness Benefit – Waiting Period

Region	≤10 days waiting period	>10 days	No Provision	Total Countries
Africa	7	1	26	34
Americas	12	1	2	15
Asia	9	1	20	30
Europe	16	13	5	34
Oceania	1	1	-	2
Total Countries	45	17	53	115

E. Invalidation Pension

Similar to old age pension and survivors' pension, most of the countries (100 of 115) provide for a contributory social insurance invalidity pension. Four countries, Bangladesh, Botswana, New Zealand, and South Africa have a non-contributory (universal or social assistance based) invalidity pension. Bolivia, Kenya, Singapore, Sri Lanka and Uganda provide for a state administered provident fund or a mandatory individual account-based invalidity pension. El Salvador, Malawi and Nigeria have a non-state administered invalidity pension. Angola, Lesotho, and the United Arab Emirates have no provision for invalidity pension.

Table 46.1: Invalidation Pension

Region	Contributory Invalidation pension (Social Insurance)	Non-Contributory Invalidation pension (Universal + social assistance (mt))	State Administered (Provident Fund & Mandatory Individual Account)	Non-State Administered (PF & MIA)	No Provision	Total Countries
Africa	26	2	2	2	2	34
Americas	13	-	1	1	-	15
Asia	26	1	2	-	1	30
Europe	34	-	-	-	-	34
Oceania	1	1	-	-	-	2
Total Countries	100	4	5	3	3	115

Country Lists

Table 41.2: Dependants'/Survivors' Pension

Region	Contributory Survivors' pension (Social Insurance)	Non-Contributory Survivors' pension (Universal + social assistance (mt))	State Administered (Provident Fund & Mandatory Individual Account)	Non-State Administered (PF & MIA)	Total Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Lesotho, Madagascar, Mali, Morocco, Mozambique, Namibia, Niger, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Zambia, Zimbabwe		Kenya, Uganda	Malawi, Nigeria	34
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America			El Salvador	15
Asia	Azerbaijan, Bahrain, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Thailand, Turkey, United Arab Emirates, Vietnam, Yemen	Bangladesh	Singapore, Sri Lanka		30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom	Netherlands, Norway	Estonia		34
Oceania	Australia	New Zealand			2
Total Countries	103	4	5	3	115

Table 42.2: Unemployment Benefits

Region	Means tested	Non-State Administered	State Administered	Severance Pay only	No Provision	Total Countries
Africa			Cape Verde, Egypt, Morocco, South Africa, Tanzania, Tunisia	Angola, Benin, Botswana, Burkina Faso, Cameroon, Chad, Congo, Dem. Rep., Ethiopia, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Sudan, Sudan, Togo, Uganda, Zambia, Zimbabwe	Burundi, Ghana	34
Americas	Brazil	Costa Rica, Honduras, Peru	Argentina, Canada, Chile, Colombia, United States of America	Bolivia, El Salvador, Guatemala, Mexico, Nicaragua, Paraguay		15
Asia			Azerbaijan, Bahrain, China, India, Iran, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Malaysia, Mongolia, Myanmar, Saudi Arabia, Thailand, Turkey, Vietnam	Bangladesh, Cambodia, Indonesia, Iraq, Lebanon, Oman, Pakistan, Philippines, Qatar, Sri Lanka, United Arab Emirates, Yemen	Singapore	30
Europe	Romania		Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom,			34
Oceania	Australia,		New Zealand			2
Total Countries	3	3	62	44	3	115

i) Table 43.2: Sickness Benefit - Duration

Region	<6 months	6 months	>6 months	No Provision	Total Countries
Africa	Burundi, Kenya, Lesotho, Malawi, Mali, Niger, Nigeria, South Sudan, Tanzania, Togo, Uganda, Zambia, Zimbabwe	Benin, Cameroon, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Guinea, Madagascar, Rwanda, Tunisia	Angola, Botswana, Cape Verde, Morocco, Mozambique, Namibia, South Africa, Sudan	Burkina Faso, Ghana, Senegal	34
Americas	Argentina, Canada, United States of America,	Bolivia, Chile, Colombia, El Salvador, Honduras, Paraguay	Brazil, Costa Rica, Guatemala, Mexico, Nicaragua, Peru		15
Asia	Bahrain, Bangladesh, India, Israel, Kuwait, Lebanon, Malaysia, Mongolia, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, United Arab Emirates, Vietnam	Cambodia, China, Iraq, Myanmar, Thailand	Azerbaijan, Indonesia, Iran, Japan, Kazakhstan, Turkey, Yemen	Korea, Rep.	30
Europe	Belarus, Lithuania, Montenegro,	Albania, Cyprus, Estonia, Italy, Latvia, Malta, Poland, Romania, Spain	Austria, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Luxembourg, Netherlands, Norway, Portugal, Russian Federation, Slovakia, Slovenia, Sweden, Ukraine, United Kingdom		34
Oceania			Australia New Zealand		2
Total Countries	36	30	45	4	115

ii) Table 44.2: Sickness Benefit – Source

Region	Employer Liability	State Administered Sickness Benefits (Universal, Social insurance)	No Provision	Total Countries
Africa	Angola, Benin, Botswana, Burundi, Cameroon, Chad, Congo, Dem. Rep., Ethiopia, Kenya, Lesotho, Madagascar, Malawi, Mali, Niger, Rwanda, South Sudan, Sudan, Tanzania, Togo, Uganda, Zambia	Cape Verde, Egypt, Guinea, Morocco, Mozambique, Namibia, Nigeria, South Africa, Tunisia, Zimbabwe	Burkina Faso, Ghana, Senegal	34
Americas	Argentina, United States of America	Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru		15
Asia	Bahrain, Indonesia, Kazakhstan, Kuwait, Lebanon, Malaysia, Oman, Qatar, Saudi Arabia, Singapore, Sri Lanka, United Arab Emirates, Yemen	Azerbaijan, Bangladesh, Cambodia, China, India, Iran, Iraq, Israel, Japan, Mongolia, Myanmar, Pakistan, Philippines, Thailand, Turkey, Vietnam	Korea, Rep.	30
Europe		Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		34
Oceania		Australia, New Zealand		2
Total Countries	36	75	4	115

iii) Table 45.2: Sickness Benefit – Waiting Period

Region	≤10 days waiting period	>10 days	No Provision	Total Countries
Africa	Cape Verde, Guinea, Morocco, Mozambique, Nigeria, South Africa, Tunisia	Namibia	Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Kenya, Lesotho, Madagascar, Malawi, Mali, Niger, Rwanda, Senegal, South Sudan, Sudan, Tanzania, Togo, Uganda, Zambia, Zimbabwe	34
Americas	Bolivia, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru	Brazil	Argentina, United States of America	15
Asia	India, Iran, Iraq, Japan, Mongolia, Myanmar, Philippines, Thailand, Turkey	Azerbaijan	Argentina, Bahrain, Bangladesh, Cambodia, China, Indonesia, Israel, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Oman, Pakistan, Qatar, Saudi Arabia, Singapore, Sri Lanka, United Arab Emirates, United States of America, Vietnam, Yemen	30
Europe	Bulgaria, Cyprus, Estonia, Finland, France, Greece, Ireland, Italy, Latvia, Lithuania, Malta, Portugal, Romania, Slovakia, Ukraine, United Kingdom	Albania, Austria, Belgium, Croatia, Czech Republic, Denmark, Germany, Luxembourg, Norway, Poland, Slovenia, Spain, Sweden	Belarus, Hungary, Montenegro, Netherlands, Russian Federation	34
Oceania	Australia,	New Zealand		2
Total Countries	45	17	53	115

Table 46.2: Invalidation Pension

Region	Contributory Invalidation pension (Social Insurance)	Non-Contributory Invalidation pension (Universal + social assistance (mt))	State Administered (Provident Fund & Mandatory Individual Account)	Non-State Administered (PF & MIA)	No Provision	Total Countries
Africa	Benin, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Madagascar, Mali, Morocco, Mozambique, Namibia, Niger, Rwanda, Senegal, South Sudan, Sudan, Tanzania, Togo, Tunisia, Zambia, Zimbabwe	Botswana, South Africa	Kenya, Uganda	Malawi, Nigeria	Angola, Lesotho	34
Americas	Argentina, Brazil, Canada, Chile, Colombia, Costa Rica, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America		Bolivia	El Salvador		15
Asia	Azerbaijan, Bahrain, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Thailand, Turkey, Vietnam, Yemen	Bangladesh	Singapore, Sri Lanka		United Arab Emirates	30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom					34
Oceania	Australia	New Zealand				2
Total Countries	100	4	5	3	3	115

Fair Treatment



The Fair Treatment indicator measures legislation causing wage gap, discrimination in employment matters, sexual harassment at work, employment segregation and unequal access to basic labour protection for gig workers. Equal remuneration for all workers, referring to the rates of remuneration without discrimination on the basis of gender and any other discriminatory grounds, is the fundamental requirement for promoting non-discrimination at the workplace.

A. Discrimination in Employment

As explained in the methodology part, a country must in all employment related matters have the prohibited discrimination on seven of the following 10 grounds “race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership”. Three-fourth (86 of 115) prohibit discrimination on at least seven of the above referred ten grounds. 29 countries, of which 19 in Asia, do not prohibit discrimination in employment related matters.

Table 47.1: Discrimination in Employment

Region	Prohibition on Discrimination	No Prohibition	Total Countries
Africa	27	7	34
Americas	14	1	15
Asia	11	19	30
Europe	32	2	34
Oceania	2	-	2
Total Countries	86	29	115

B. Equal Remuneration

In line with the provisions of ILO Convention 100, nearly 70% (79 of 115) countries require equal remuneration for work of equal value. On the other hand, 36 countries of which half are in Asia, have no provision on equal remuneration for work of equal value. Only one country from Europe, Ukraine, has no clear provision on equal remuneration for work of equal value.

Table 48.1: Equal Remuneration

Region	Equal Remuneration for Work of Equal Value	No Provision	Total Countries
Africa	23	11	34
Americas	9	6	15
Asia	12	18	30
Europe	33	1	34
Oceania	2	-	2
Total Countries	79	36	115

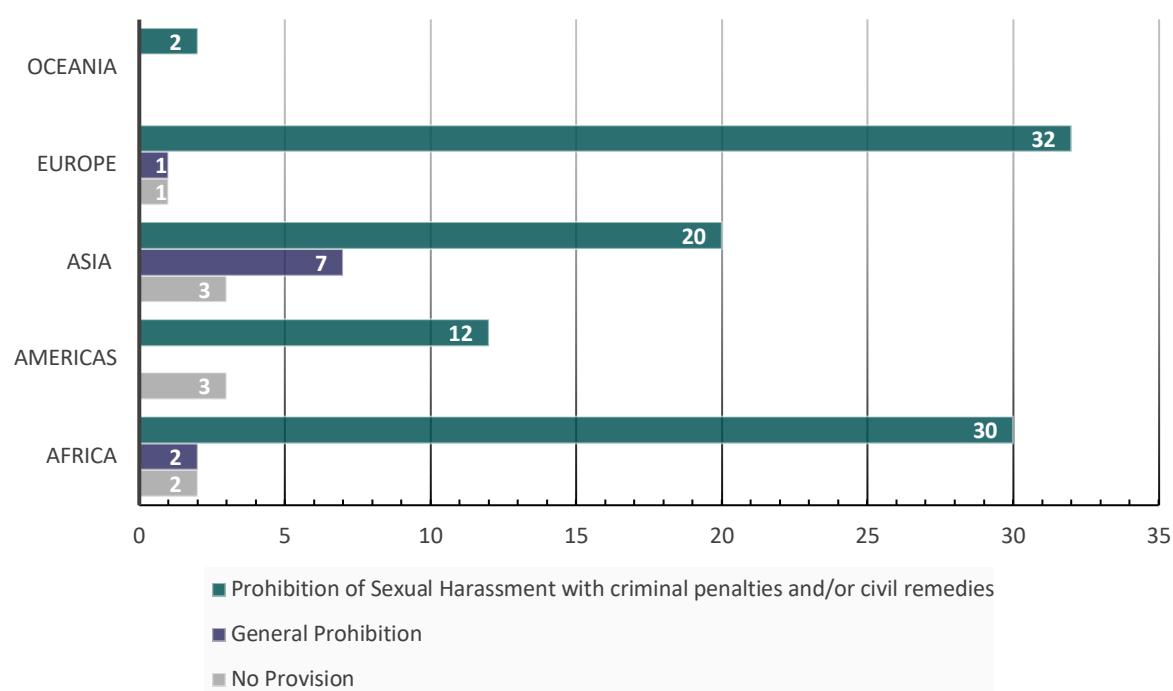
C. Sexual Harassment in Employment

More than 80% (96 of 115) countries counteract sexual harassment at work with criminal penalties and/or civil remedies. There are ten countries which have a general prohibition on sexual harassment. Either it is not work related or no penalties were envisaged under the legislation. These are Bangladesh, Indonesia, Japan, Kuwait, Lesotho, Myanmar, Qatar, Russian Federation, Sudan, and Yemen. There are nine countries which have no provision on sexual harassment at work whatsoever. These are Argentina, Belarus, Botswana, Chile, Guatemala, Iran, Kazakhstan, Lebanon, and Mali.

Table 49.1: Sexual Harassment in Employment

Region	Prohibition of Sexual Harassment with criminal penalties and/or civil remedies	General Prohibition	No Provision	Total Countries
Africa	30	2	2	34
Americas	12	-	3	15
Asia	20	7	3	30
Europe	32	1	1	34
Oceania	2	-	-	2
Total Countries	96	10	9	115

Sexual Harassment in Employment



D. Access to same Jobs as Men

In 47% (54 of 115) of the countries, women have access to the same jobs as men without any restriction on type of work. Most African (23 of 34) and Asian (26 of 30) countries prohibit women to engage in similar jobs as men. Most European (28) countries do not have any restriction in their legislation prohibiting women from working in the same jobs as men.

Table 50.1: Access to same Jobs as Men

Region	Prohibition to engage in similar jobs	No Restriction	Total Countries
Africa	23	11	34
Americas	6	9	15
Asia	26	4	30
Europe	6	28	34
Oceania	-	2	2
Total Countries	61	54	115

E. Gig Workers

Nearly 80% (91) of countries in the Index provide basic social protection (old age, survivors' and disability pensions) to self-employed workers. Since gig economy workers are considered self-employed independent contractors, provision of basic social protection to self-employed workers is taken positively. Compulsory³⁵ coverage (over 30%) and voluntary³⁶ coverage (nearly 30%) of social security for gig workers are mostly spread over Europe (54%) and Africa (over 35%) respectively. Other systems for the self-employed workers have also been identified in countries. South Africa is the only African country to provide conditional³⁷ coverage of social security for gig workers, while for mixed³⁸ coverage, Kenya and Singapore are the only African and Asian country providing it. Special systems³⁹ for self-employed are provided in Europe (Belgium, Finland, Germany, Spain) and Africa (Egypt). There exist only three countries in the Index which provide universal coverage of social security to all their residents; Botswana (Africa), Israel (Asia) and New Zealand (Oceania). However, the US is the only country to enact legislation granting gig workers the same access to fundamental workers' rights, social protection, adequate living wages, decent working hours, and safe and healthy workplaces, as standard workers enjoy.

Table 51.1: Basic Social Protection for Gig Workers

Region	Compulsory Coverage	Conditional Coverage	Mixed Coverage	Special Systems	Voluntary Coverage	Universal Coverage (Residents)	Excluded	Total Countries
Africa	6	1	1	1	12	1	12	34
Americas	2	3	-	-	8	-	2	15
Asia	9	-	1	-	9	1	10	30
Europe	20	5	3	4	2	-	-	34
Oceania	-	-	-	-	1	1	-	2
Total Countries	37	9	5	5	32	3	24	115

³⁵ Mandatory statutory access to social security (old age, survivors' and disability pensions) for self-employed workers.

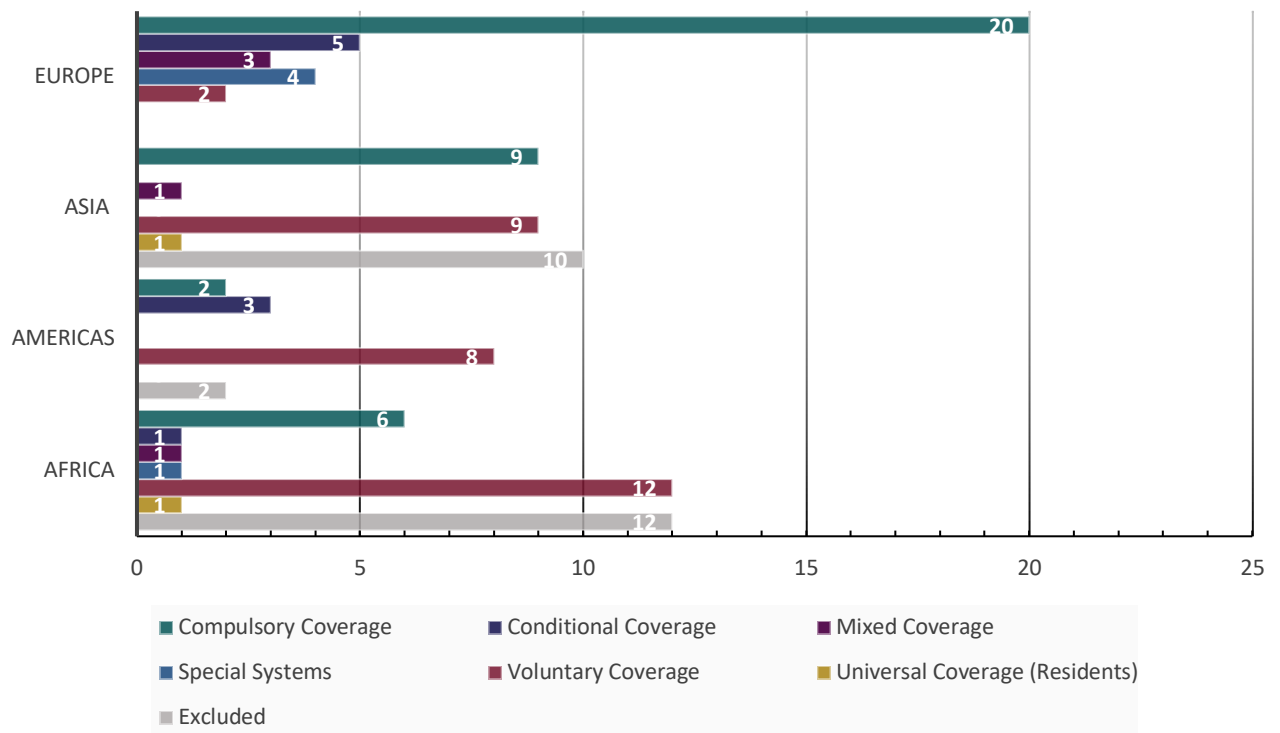
³⁶ Non-compulsory statutory access to social security (old age, survivors' and disability pensions) for self-employed workers.

³⁷ Conditional statutory access to social security (old age, survivors' and disability pensions) for self-employed workers.

³⁸ Statutory access to more than one type of coverage to social security (old age, survivors' and disability pensions) for self-employed workers.

³⁹ Statutory access to special systems (such as schemes) relevant to social security (old age, survivors' and disability pensions) for self-employed workers.

Basic Social Protection for Gig Workers



Country Lists

Table 47.2: Discrimination in Employment

Region	Prohibition on Discrimination	No Prohibition	Total Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Cape Verde, Congo, Dem. Rep., Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Morocco, Mozambique, Namibia, Niger, Rwanda, South Africa, South Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe	Cameroon, Chad, Egypt, Mali, Nigeria, Senegal, Sudan	34
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America	Guatemala	15
Asia	Azerbaijan, Cambodia, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Mongolia, Turkey, Yemen	Bahrain, Bangladesh, China, India, Korea, Rep., Kuwait, Lebanon, Malaysia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, Thailand, United Arab Emirates, Vietnam	30
Europe	Albania, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine	Austria, United Kingdom	34
Oceania	Australia, New Zealand		2
Total Countries	86	29	115

Table 48.2: Equal Remuneration

Region	Equal Remuneration for Work of Equal Value	No Provision	Total Countries
Africa	Angola, Benin, Burkina Faso, Chad, Congo, Dem. Rep., Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Namibia, Niger, Rwanda, Senegal, South Africa, South Sudan, Tanzania, Togo, Uganda, Zambia	Botswana, Burundi, Cameroon, Cape Verde, Egypt, Ethiopia, Mozambique, Nigeria, Sudan, Tunisia, Zimbabwe	34
Americas	Argentina, Bolivia, Canada, Colombia, Costa Rica, Guatemala, Honduras, Paraguay, Peru	Brazil, Chile, El Salvador, Mexico, Nicaragua, United States of America	15
Asia	Azerbaijan, Bangladesh, Iran, Iraq, Israel, Kazakhstan, Korea, Rep., Philippines, Saudi Arabia, Thailand, Turkey, Vietnam	Bahrain, Cambodia, China, India, Indonesia, Japan, Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Qatar, Singapore, Sri Lanka, United Arab Emirates, Yemen	30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, United Kingdom	Ukraine	34
Oceania	Australia, New Zealand		2
Total Countries	79	36	115

Table 49.2: Sexual Harassment in Employment

Region	Prohibition of Sexual Harassment with criminal penalties and/or civil remedies	General Prohibition	No Provision	Total Countries
Africa	Angola, Benin, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Madagascar, Malawi, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe	Lesotho, Sudan	Botswana, Mali	34
Americas	Bolivia, Brazil, Canada, Colombia, Costa Rica, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America		Argentina, Chile, Guatemala	15
Asia	Azerbaijan, Bahrain, Cambodia, China, India, Iraq, Israel, Korea, Rep., Malaysia, Mongolia, Oman, Pakistan, Philippines, Saudi Arabia, Singapore, Sri Lanka, Thailand, Turkey, United Arab Emirates, Vietnam	Bangladesh, Indonesia, Japan, Kuwait, Myanmar, Qatar, Yemen	Iran, Kazakhstan, Lebanon	30
Europe	Albania, Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom	Russian Federation	Belarus	34
Oceania	Australia, New Zealand			2
Total Countries	96	10	9	115

Table 50.2: Access to same Jobs as Men

Region	Prohibition to engage in similar jobs	No Restriction	Total Countries
Africa	Angola, Benin, Burkina Faso, Burundi, Cameroon, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Mali, Morocco, Mozambique, Niger, Nigeria, Senegal, Sudan, Togo, Tunisia	Botswana, Cape Verde, Malawi, Namibia, Rwanda, South Africa, South Sudan, Tanzania, Uganda, Zambia, Zimbabwe	34
Americas	Argentina, Bolivia, Colombia, Costa Rica, Guatemala, Honduras	Brazil, Canada, Chile, El Salvador, Mexico, Nicaragua, Paraguay, Peru, United States of America	15
Asia	Azerbaijan, Bahrain, Bangladesh, China, India, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, Thailand, Turkey, Vietnam, Yemen	Cambodia, Indonesia, Singapore, United Arab Emirates	30
Europe	Belarus, Cyprus, Montenegro, Russian Federation, Slovenia, Ukraine	Albania, Austria, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Spain, Sweden, United Kingdom	34
Oceania		Australia, New Zealand	2
Total Countries	61	54	115

Table 51.2: Basic Social Protection for Gig Workers

Region	Compulsory Coverage	Conditional Coverage	Mixed Coverage	Special Systems	Voluntary Coverage	Universal Coverage (Residents)	Excluded	Total Countries
Africa	Angola, Cape Verde, Mozambique, Sudan, Togo, Tunisia	South Africa	Kenya	Egypt	Burkina Faso, Cameroon, Congo, Dem. Rep., Ethiopia, Ghana, Malawi, Mali, Namibia, Rwanda, Tanzania, Uganda, Zambia	Botswana	Benin, Burundi, Chad, Guinea, Lesotho, Madagascar, Morocco, Niger, Nigeria, Senegal, South Sudan, Zimbabwe	34
Americas	Argentina, Brazil	Canada, Chile, United States of America,			Costa Rica, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, Peru		Colombia, Guatemala	15
Asia	Azerbaijan, China, Iran, Japan, Kazakhstan, Korea, Rep., Kuwait, Philippines, Thailand		Singapore		Indonesia, Malaysia, Myanmar, Oman, Saudi Arabia, Sri Lanka, Turkey, Vietnam	Israel	Bangladesh, Cambodia, India, Iraq, Lebanon, Mongolia, Pakistan, Qatar, United Arab Emirates, Yemen,	30
Europe	Albania, Austria, Belarus, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, France, Greece, Hungary, Italy, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Russian Federation, Slovenia, Ukraine	Ireland, Portugal, Romania, Sweden, United Kingdom	Latvia, Norway, Slovakia	Belgium, Finland, Germany, Spain	Denmark, Poland			34

Oceania					Australia	New Zealand		2
Total Countries	37	9	5	5	32	3	24	115

Child and Forced Labour



The Child and Forced Labour indicator measures legislation regulating employment of children and linking this employment to their compulsory education. The indicator also measures whether legislation prohibits forced labour.

A. Employment Age of Children

An overwhelming majority (114 of 115) of countries set the minimum age for employment at 14 years or above. The minimum age for employment is 14 years for 21 countries, 15 years for 53 countries and 16 years and above for 39 countries. Nigeria sets the minimum age for employment at 12 years while Australia has 17 years as its minimum age for employment.

B. Compulsory Schooling Age

Nearly 70% (79 of 115) of the countries either set the employment age equal to the compulsory education age or set it at a level higher than the schooling age. Employment entry age is set at a level lower than the compulsory education age in 36 countries. These are from Africa (6 countries), the Americas (10 countries), Asia (12 countries), and Europe (8 countries).

Table 53.1: Compulsory Schooling Age

Region	Employment Age < Compulsory Education Age	Employment Age = Compulsory Education Age	Employment Age > Compulsory Education Age	Total Countries
Africa	6	12	16	34
Americas	10	4	1	15
Asia	12	10	8	30
Europe	8	24	2	34
Oceania	-	2	-	2
Total Countries	36	52	27	115

C. Age for Hazardous Work

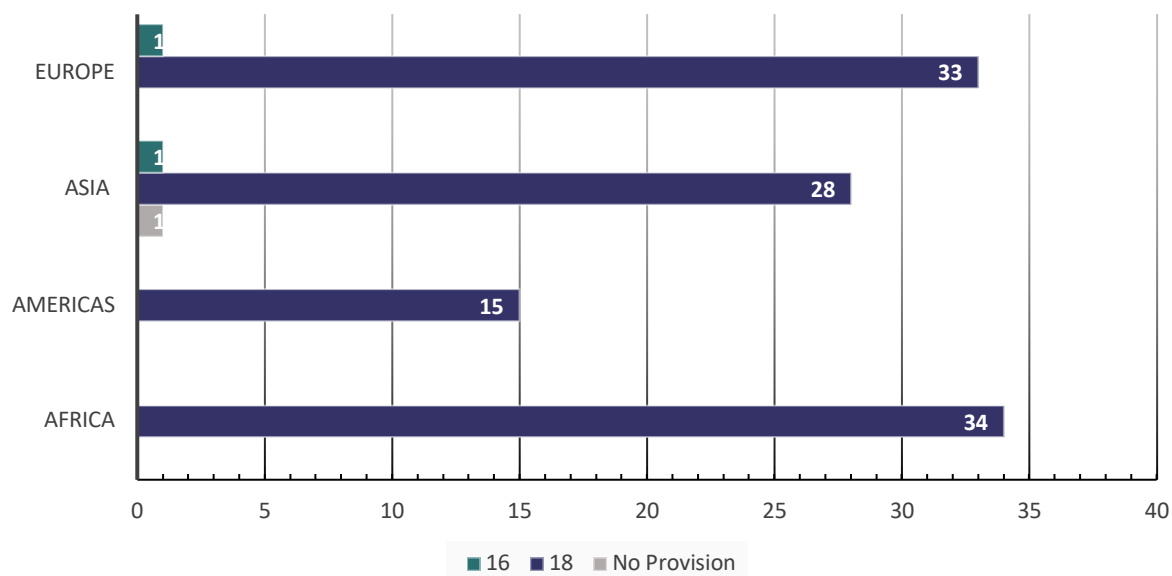
ILO Convention 138 prescribes the minimum age for hazardous work as 18 years (16 years where it is specified in consultation with the social partners). Only two countries set the minimum age for hazardous work as 16 years. These are Denmark and Singapore. On the other hand, the United Arab Emirates has no provision on minimum age for hazardous work.

Table 54.1: Age for Hazardous Work

Region	16	18	No Provision	Total Countries
Africa	-	34	-	34
Americas	-	15	-	15
Asia	1	28	1	30
Europe	1	33	-	34

Oceania	-	2	-	2
Total Countries	2	112	1	115

Age for Hazardous Work



D. Forced Labour

Other than the three countries Congo, El Salvador and Vietnam which have a general prohibition on forced labour, 97% of the countries treat forced labour as a criminal act and impose sanctions including fine and/or imprisonment on those who engage workers under forced labour.

Table 55.1: Forced Labour

Region	Prohibition of Forced Labour (with sanctions)	General Prohibition	Total Countries
Africa	33	1	34
Americas	14	1	15
Asia	29	1	30
Europe	34	-	34
Oceania	2	-	2
Total Countries	112	3	115

Country Lists

Table 52.2: Employment Age of Children

Region	<14 years	14 years	15 years	≥16 years	No Provision	Total Countries
Africa	Nigeria	Angola, Benin, Cameroon, Chad, Malawi, Namibia, Niger, South Sudan, Tanzania	Botswana, Cape Verde, Egypt, Ethiopia, Ghana, Lesotho, Mali, Morocco, Mozambique, Senegal, South Africa, Sudan, Togo, Zambia	Burkina Faso, Burundi, Congo, Dem. Rep., Guinea, Kenya, Madagascar, Rwanda, Tunisia, Uganda, Zimbabwe		34
Americas		Bolivia, El Salvador, Guatemala, Honduras, Nicaragua, Peru	Chile, Colombia, Costa Rica, Mexico, Paraguay	Argentina, Brazil, Canada, United States of America		15
Asia		Bangladesh, India, Lebanon, Myanmar, Sri Lanka, Yemen	Azerbaijan, Bahrain, Cambodia, Indonesia, Iran, Iraq, Israel, Japan, Korea, Rep., Kuwait, Malaysia, Oman, Pakistan, Philippines, Saudi Arabia, Singapore, Thailand, Turkey, United Arab Emirates, Vietnam	China, Kazakhstan, Mongolia, Qatar		30
Europe			Austria, Belgium, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, Germany, Greece, Latvia, Norway, Slovakia, Slovenia	Albania, Belarus, Bulgaria, France, Hungary, Ireland, Italy, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Poland, Portugal, Romania, Russian Federation, Spain, Sweden, Ukraine, United Kingdom		34
Oceania				Australia, New Zealand		2
Total Countries	1	21	53	40	0	115

Table 53.2: Compulsory Schooling Age

Region	Employment Age<Compulsory Education Age	Employment Age=Compulsory Education Age	Employment Age>Compulsory Education Age	Total Countries
Africa	Chad, Malawi, Namibia, Niger, Nigeria, Senegal	Burkina Faso, Ghana, Guinea, Madagascar, Mali, Morocco, Mozambique, Rwanda, South Africa, Tanzania, Togo, Tunisia	Angola, Benin, Botswana, Burundi, Cameroon, Cape Verde, Congo, Dem. Rep., Egypt, Ethiopia, Kenya, Lesotho, South Sudan, Sudan, Uganda, Zambia, Zimbabwe	34
Americas	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Peru	Canada, Mexico, Paraguay, United States of America	Nicaragua	15
Asia	Israel, Kazakhstan, Lebanon, Oman, Pakistan, Philippines, Qatar, Sri Lanka, Thailand, Turkey, United Arab Emirates, Yemen	Azerbaijan, Bahrain, India, Indonesia, Iran, Japan, Korea, Rep., Kuwait, Mongolia, Singapore	Bangladesh, Cambodia, China, Iraq, Malaysia, Myanmar, Saudi Arabia, Vietnam	30
Europe	Belarus, Denmark, Finland, Germany, Latvia, Romania, Russian Federation, Ukraine	Albania, Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, France, Greece, Hungary, Ireland, Italy, Lithuania, Luxembourg, Malta, Netherlands, Norway, Portugal, Slovakia, Slovenia, Spain, Sweden, United Kingdom	Montenegro, Poland	34
Oceania		Australia, New Zealand		2
Total Countries	36	52	27	115

Table 54.2: Age for Hazardous Work

Region	16 years	18 years	No Provision	Total Countries
Africa		Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe		34
Americas		Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America		15
Asia	Singapore,	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, Thailand, Turkey, Vietnam, Yemen	United Arab Emirates	30
Europe	Denmark,	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		34
Oceania		Australia, New Zealand		2
Total Countries	2	112	1	115

Table 55.2: Forced Labour

Region	Prohibition of Forced Labour (with sanctions)	General Prohibition	Total Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe	Congo, Dem. Rep.	34
Americas	Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru, United States of America	El Salvador	15
Asia	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Iraq, Israel, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Sri Lanka, Thailand, Turkey, United Arab Emirates, Yemen	Vietnam	30
Europe	Albania, Austria, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom		34
Oceania	Australia, New Zealand		2
Total Countries	112	3	115

Trade Union



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

A. Freedom of Association

Nearly 60% (68 of 115) of the countries in the Index have requisite provisions on freedom of association as required under ILO Convention 87. Of the remaining 47 countries, 17 from Africa, 22 from Asia, six in the Americas, have limited access to freedom of association and so do not have legal provisions allowing workers to form and join unions of their own choice.

Table 56.1: Freedom of Association

Region	Freedom of Association	Limited Access to FoA	Total Countries
Africa	17	17	34
Americas	9	6	15
Asia	8	22	30
Europe	32	2	34
Oceania	2	-	2
Total Countries	68	47	115

B. Collective Bargaining

More than 50% (60 of 115) countries require access to collective bargaining to workers and their unions to negotiate on working conditions with the employers. The remaining 55 countries, of which 16 are in Africa, seven in the Americas and 22 in Asia, have limited access to collective bargaining.

Table 57.1: Collective Bargaining

Region	Access to Collective Bargaining	Limited Access to Collective Bargaining	Total Countries
Africa	18	16	34
Americas	8	7	15
Asia	8	22	30
Europe	25	9	34
Oceania	1	1	2
Total Countries	60	55	115

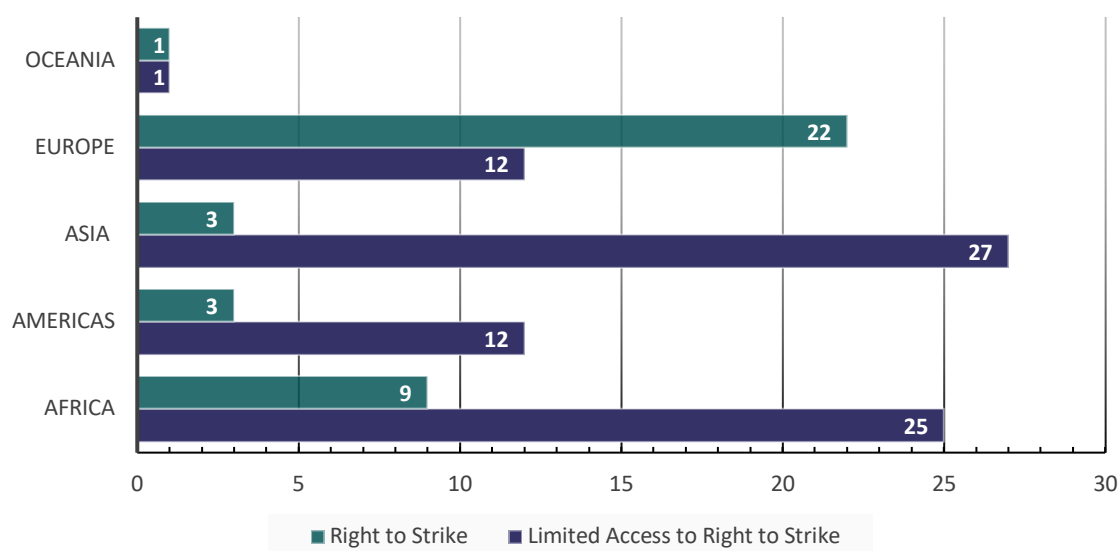
C. Right to Strike

One third (38 of 115) of the countries grant workers the right to strike. However, a majority of countries (77 of 115) limit access to the right to strike, including 25 countries in Africa and 27 in Asia.

Table 58.1: Right to Strike

Region	Right to Strike	Limited Access to Right to Strike	Total Countries
Africa	9	25	34
Americas	3	12	15
Asia	3	27	30
Europe	22	12	34
Oceania	1	1	2
Total Countries	38	77	115

Right to Strike



D. Replacing Workers on Strike

While around 60% (71 of 115) prohibit employers from replacing those workers who are on strike, more than 40 countries do not have any such provision, with most (18) of these countries found in Asia.

Table 59.1: Replacing Workers on Strike

Region	Prohibition on replacement of striking workers	No Prohibition	Total Countries
Africa	21	13	34
Americas	10	5	15
Asia	12	18	30
Europe	28	6	34
Oceania	1	1	2
Total Countries	72	43	115

Country Lists

Table 56.2: Freedom of Association

Region	Freedom of Association	Limited Access to Freedom of Association	Total Countries
Africa	Angola, Benin, Botswana, Burkina Faso, Cape Verde, Chad, Egypt, Ghana, Guinea, Malawi, Mali, Namibia, Rwanda, South Africa, Tanzania, Uganda, Zimbabwe	Burundi, Cameroon, Congo, Dem. Rep., Ethiopia, Kenya, Lesotho, Madagascar, Morocco, Mozambique, Niger, Nigeria, Senegal, South Sudan, Sudan, Togo, Tunisia, Zambia	34
Americas	Argentina, Canada, Chile, Colombia, Costa Rica, Guatemala, Nicaragua, Peru, United States of America	Bolivia, Brazil, El Salvador, Honduras, Mexico, Paraguay	15
Asia	Azerbaijan, India, Israel, Japan, Kazakhstan, Mongolia, Sri Lanka, Turkey	Bahrain, Bangladesh, Cambodia, China, Indonesia, Iran, Iraq, Korea, Rep., Kuwait, Lebanon, Malaysia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Singapore, Thailand, United Arab Emirates, Vietnam, Yemen	30
Europe	Albania, Austria, Belarus, Belgium, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom	Bulgaria, Croatia	34
Oceania	Australia, New Zealand		2
Total Countries	68	47	115

Table 57.2: Collective Bargaining

Region	Access to Collective Bargaining	Limited Access to Collective Bargaining	Total Countries
Africa	Angola, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Ghana, Guinea, Kenya, Malawi, Rwanda, Senegal, South Africa, Tanzania, Togo, Uganda, Zambia	Benin, Congo, Dem. Rep., Egypt, Ethiopia, Lesotho, Madagascar, Mali, Morocco, Mozambique, Namibia, Niger, Nigeria, South Sudan, Sudan, Tunisia, Zimbabwe	34
Americas	Argentina, Canada, Colombia, Mexico, Nicaragua, Paraguay, Peru, United States of America	Bolivia, Brazil, Chile, Costa Rica, El Salvador, Guatemala, Honduras	15
Asia	Azerbaijan, Iraq, Israel, Japan, Mongolia, Myanmar, Singapore, Thailand	Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, Turkey, United Arab Emirates, Vietnam, Yemen	30
Europe	Albania, Austria, Belarus, Belgium, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Slovakia, Slovenia, Spain, Sweden, Ukraine, United Kingdom	Bulgaria, Denmark, Germany, Greece, Hungary, Ireland, Portugal, Romania, Russian Federation	34
Oceania	New Zealand	Australia	2
Total Countries	60	55	115

Table 58.2: Right to Strike

Region	Right to Strike	Limited Access to Right to Strike	Total Countries
Africa	Burkina Faso, Burundi, Malawi, Morocco, South Africa, South Sudan, Tanzania, Togo, Uganda	Angola, Benin, Botswana, Cameroon, Cape Verde, Chad, Congo, Dem. Rep., Egypt, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Mali, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sudan, Tunisia, Zambia, Zimbabwe	34
Americas	Argentina, Brazil, Paraguay	Bolivia, Canada, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Peru, United States of America	15
Asia	Iraq, Israel, Singapore	Azerbaijan, Bahrain, Bangladesh, Cambodia, China, India, Indonesia, Iran, Japan, Kazakhstan, Korea, Rep., Kuwait, Lebanon, Malaysia, Mongolia, Myanmar, Oman, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, Thailand, Turkey, United Arab Emirates, Vietnam, Yemen	30
Europe	Austria, Belgium, Croatia, Cyprus, Denmark, Finland, France, Greece, Ireland, Italy, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden	Albania, Belarus, Bulgaria, Czech Republic, Estonia, Germany, Hungary, Latvia, Poland, Russian Federation, Ukraine, United Kingdom	34
Oceania	New Zealand	Australia	2
Total Countries	38	77	115

Table 59.2: Replacing Workers on Strike

Region	Prohibition on replacement of striking workers	No Prohibition	Total Countries
Africa	Angola, Benin, Burkina Faso, Cape Verde, Chad, Ethiopia, Ghana, Guinea, Kenya, Lesotho, Madagascar, Malawi, Morocco, Namibia, Niger, South Africa, South Sudan, Tanzania, Togo, Tunisia, Uganda	Botswana, Burundi, Cameroon, Congo, Dem. Rep., Egypt, Mali, Mozambique, Nigeria, Rwanda, Senegal, Sudan, Zambia, Zimbabwe	34
Americas	Argentina, Brazil, Canada, Costa Rica, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, Peru	Bolivia, Chile, Colombia, Guatemala, United States of America	15
Asia	Bahrain, Iran, Iraq, Israel, Kazakhstan, Mongolia, Myanmar, Oman, Singapore, Turkey, Vietnam, Yemen	Azerbaijan, Bangladesh, Cambodia, China, India, Indonesia, Japan, Korea, Rep., Kuwait, Lebanon, Malaysia, Pakistan, Philippines, Qatar, Saudi Arabia, Sri Lanka, Thailand, United Arab Emirates	30
Europe	Albania, Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Sweden	Belarus, Croatia, Germany, Spain, Ukraine, United Kingdom	34
Oceania	New Zealand	Australia	2
Total Countries	71	44	115

Data Notes



The WageIndicator Foundation and the Centre for Labour Research have developed a Labour Rights Index which looks at the status of countries in terms of providing laws related to decent work for the labour force. The data set covers 10 indicators for 115 countries. The Index aims to provide a snapshot of the labour rights present in the legislation of countries covered.

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

- Is skilled;⁴⁰
- Is a minimum wage worker;
- Resides in the economy's most populous province/state/area;
- Is a lawful citizen or a legal immigrant⁴¹ of the economy;
- Is a full-time employee with a permanent contract in a medium-sized enterprise with 60 employees;
- Has work experience of one year or more;
- Is assumed to be registered with the relevant social security institution and for a long enough time to accrue various monetary benefits (maternity, sickness, work injury, old age pension, survivors', and invalidity benefit); and
- Is assumed to have been working long enough to access leaves (maternity, paternity, paternal, sick, and annual leave).

Methodology

The subtopics in a Decent Work Check (DWC)⁴² have been used to structure 46 questions under the indicators in constructing this Index. 46 data points are obtained across 10 indicators, each of which contains four to five binary questions. Each indicator represents an aspect of work which is considered important for achieving decent work ⁴³(Table 1). The scores for each indicator are obtained by computing the unweighted average of the answers under that indicator and scaling the result to 100. The final scores for the countries are then determined by taking each indicator's average, where 100 is the maximum score to achieve. Each sub-component with four questions has a score of 25. For sub-components with five questions, the individual score is 20. A Labour Rights Index score of 100 would indicate that there are no statutory decent work deficits in the areas covered by the database

⁴⁰ For the minimum wage question, the Index considers lowest rates, notified by the governments, to ensure comparability of data. These may include minimum wage rates for unskilled work.

⁴¹ Includes foreign workers which comprise most of the labour force in some countries

⁴² Decent Work Check is a WageIndicator concept which has been developed over more than a decade to inform workers about their workplace rights on a global level.

⁴³ <https://wageindicator.org/>

Labour Rights Index	
1/10 Fair Wages (0-100)	
1.	Does the law prescribe minimum wage rates in the country?
2.	Does the law require regular payment of wages?
3.	Does the law require overtime compensation to be at least 125% of the regular hourly rate?
4.	Does the law require additional compensation for working on a weekly rest day?
5.	Does the law require additional compensation for night work?
2/10 Decent Working Hours (0-100)	
1.	Does the law stipulate general working hours as 48 hours or lower?
2.	Does the law restrict maximum working hours, including overtime to 56 hours per week?
3.	Does the law require a weekly rest of at least 24 consecutive hours?
4.	Does the law require paid public holidays?
5.	Does the law require at least three working weeks of paid annual leave?
3/10 Employment Security (0-100)	
1.	Does the law require written employment contracts or at least written employment particulars?
2.	Does the law restrict the hiring of fixed-term contract workers?
3.	Does the law limit the length of the probation period, including renewals to a maximum of 3 months?
4.	Does the law require a 30-day notice before contract termination?
5.	Does the law require severance pay at the rate of at least two weeks of wages for every year of service?
4/10 Family Responsibilities (0-100)	
1.	Does the law require parental leave for parents?
2.	Does the law require at least one week of paid paternity leave for fathers?
3.	Does the law require flexible working arrangements for workers with family responsibilities?
4.	Does the law require paid nursing breaks?
5/10 Maternity at Work (0-100)	
1.	Does the law prohibit inquiring about pregnancy during recruitment?
2.	Does the law require paid maternity leave of at least 14 weeks?
3.	Does the law require cash maternity benefit be at least 66.67% of a worker's former wage?
4.	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?

5.	Does the law protect workers from dismissals during or on account of pregnancy?
6/10 Safe Work (0-100)	
1.	Does the law require the provision of free personal protective equipment to workers from the employer, when necessary?
2.	Does the law require the employer to train workers on health and safety issues?
3.	Does the law restrict work that is prejudicial to the health of the mother or the child?
4.	Does the law provide for employment injury or disease benefits?
7/10 Social Security (0-100)	
1.	Does the law provide for the old-age pension?
2.	Does the law provide for dependants'/survivors' pension?
3.	Does the law provide for unemployment benefits?
4.	Does the law require paid sick leave for the first six months of sickness?
5.	Does the law provide for invalidity benefits?
8/10 Fair Treatment (0-100)	
1.	Does the law prohibit discrimination in employment matters?
2.	Does the law require equal remuneration for men and women workers for work of equal value?
3.	Does the law prohibit sexual harassment in employment?
4.	Does the law allow women to do the same jobs as men?
5.	Does the law guarantee basic labour protections to the gig economy workers?
9/10 Child and Forced Labour (0-100)	
1.	Does the law prohibit employment of children?
2.	Does the law set employment entry age equal to or higher than the compulsory schooling age?
3.	Does the law prohibit the employment of children in hazardous work under the age of 18 years?
4.	Does the law prohibit forced labour?
10/10 Trade Union (0-100)	
1.	Does the law allow workers to form and join unions of their own choice?
2.	Does the law allow workers to bargain collectively with employers through their representative unions?
3.	Does the law provide for the right to strike?
4.	Does the law prohibit employers from terminating employment contracts of striking workers?

To illustrate the scoring process in the Index, the Netherlands, for example, receives a score of 100 under the indicator of Safe Work. This signifies that the country legally provides a safe working environment to workers.

However, under the indicator of Fair Treatment, the Netherlands scores 80 since legislation does not guarantee basic rights for platform (gig) workers.

Scoring along these lines for a country as above, the overall score of the Netherlands is determined by taking the unweighted average of the scores for all 10 indicators on a 0-100 scale, where 0 represents the worst regulatory performance and 100 the best regulatory performance in the labour market. The Netherlands scores 88 overall. For a comparison with other countries, please refer to the scores table at the end of this report.

The labour legislation of the 115 countries, applicable on 1 January 2020, is the source of information used to answer questions in the Labour Rights Index. The Index does not take into account COVID-19 related labour market measures, initiated by countries.⁴⁴ Strengths and limitations exist with this approach (Table 2). While the Labour Rights Index has been designed to be an easily replicable tool to benchmark countries, there are certain advantages and limitations. In order to ensure comparability of data across 115 economies, specific assumptions have been made. The indicators in the Index are based on standardised assumptions to make the laws comparable across countries. For instance, an assumption used for this Index is that the worker in question who is affected by the labour laws has experience of one year or more at a workplace, as questions on annual leave and severance pay can only apply to this kind of worker. Hence, the workers with temporary contracts of a duration less than one year may not have access to such rights.

Another assumption underlying the Index is that the focus is on the labour legislation, which applies to the most populous province/state/area of a country. This allows the Index to give a more accurate depiction of a country's labour rights as the labour laws affect most of its population, even though the legislation affecting workers in areas with lower populations may be different.

Furthermore, the Index is also based on labour legislation which applies to the formal economy in the private sector. Despite more than 60 per cent of the global workforce in need of transitioning from informal to formal economy,⁴⁵ focusing on the labour laws affecting the formal sector retains attention on the sector since the labour laws in the formal economy are more applicable and that is the ultimate goal. ILO Recommendation 204 also recommends gradual transition from the informal to the formal economy through enactment of necessary legislation and reduction of barriers for transition. Focusing on the formal economy and its applicable legislation also indicates the kind of rights that will be available to the informal economy workers on successful transition to the formal economy. Other than statutes, the Labour Rights Index also takes into account general or inter-professional collective agreements, applicable at the national level. For countries where minimum wages are determined through collective bargaining, sectoral agreements (for major economic sectors) can also be taken into account for responding to questions on compensation for overtime and night work.

Strengths and Limitations of the Labour Rights Index

⁴⁴ WHO defines COVID-19 as an infectious disease caused by the most recently discovered coronavirus. The virus and disease were unknown before the outbreak began in Wuhan, China, in December 2019. COVID-19 is now a pandemic affecting many countries globally. (<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/question-and-answers-hub/q-a-detail/q-a-coronaviruses>)

The Coronavirus Resource Centre at the John Hopkins University reports more than 30 million cases and 0.94 million deaths from the deadly pandemic since its outbreak in December 2019.

<https://coronavirus.jhu.edu/map.html>

⁴⁵ https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_627189/lang-en/index.htm

Feature	Strength	Limitation
Standardised assumptions	Makes labour legislation comparable across countries and methodology uncomplicated	Limits legislation under review
Focus on workers having one year or more at a workplace	Allows maximum coverage of labour rights	Does not consider the rights of casual and temporary workers. Non-standard workers may not have access to some of the workplace rights and components under the Labour Rights Index
Coverage of most populous province/state/area ⁴⁶	Makes labour legislation comparable across countries where different areas have different labour laws for their populations; Gives a more accurate picture of a country's labour rights	Can decrease representativeness of labour rights where differences in laws across areas exist
Focus on the formal economy	Retains attention on the formal sector where labour laws are more applicable	Does not cover the rights of the workforce in the informal economy, which could have a substantial part of the labour force in some countries
Use of codified national labour legislation only ⁴⁷	Allows actionable indicators since the law can be changed by policymakers	Where lack of implementation of labour legislation, making changes solely in the law will not gain the desired outcome; Does not consider socio-cultural norms

Moreover, this report acknowledges the presence of gaps between legislation and its practice. For instance, gaps could stem from the lack of implementation of laws because of, either poor enforcement, weak design, or limited capacity. Still, observing differences in legislation helps give a clearer understanding of where labour rights may be limited in practice.

This study also recognises the presence of social, economic and cultural factors affecting the practice of legal rights. For example, women may not be working at night although legally allowed, as social and cultural norms could restrain such options. Poverty-stricken areas may have children under the minimum working age being employed for long hours and not in light work. Workers may be doing overtime exceeding the weekly hour limit because the culture at their organisations may view such workers as harder working and thus more deserving of a reward. The Labour Rights Index 2020 acknowledges the restraints of its standardised assumptions and focus on codified law. Even if these assumptions do not cover all the labour force in the country, they ensure the comparability of data.

⁴⁶ Since the focus of Labour Rights Index has been the labour force, it was decided to cover most populous areas in federal states where local legislation is considerably different from the federal legislation. The following federal states with the most populous areas were chosen: Australia (New South Wales), Canada (Ontario), India (Uttar Pradesh), Pakistan (Punjab), and the United States of America (California)

⁴⁷ This includes rules and regulations issued by the administrative departments.

Unlike other indices, the Labour Rights Index does not consider ratification of international conventions in its scoring or rating system, since mere ratification is not a good indicator of actual implementation of international labour standards. It uses the standards prescribed in these Conventions (e.g. 14 weeks of maternity leave or minimum age for hazardous work as 18 years) and scores countries on that basis.

All the 10 indicators and 46 evaluation criteria of the Labour Rights Index are grounded in substantive elements of the Decent Work Agenda. The legal basis for all components (regulatory standards) emanates from the UN or ILO Conventions. Tables 3 explains in detail these legal sources.

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

- Is transparent and based on facts taken directly from codified laws.
- Uses standardised assumptions for data collection, thereby making logical comparisons across countries.
- Allows data to identify the labour rights and their presence (or lack of) in the legislation of 115 countries.

Labour Rights Index Indicators and ILO Conventions		
Indicators and Components		Source of the Regulatory Standard
1. Fair Wages		
1	Minimum wage (statutory or negotiated)	Article 23 of the Universal Declaration of Human Rights; Article 3 of Minimum Wage Fixing Convention 1970 (No. 131); Article 7 of the International Covenant on Economic, Social & Cultural Rights (Fair Wage clauses)
2	Regular wage	Article 12 of Protection of Wages Convention 1949 (No. 95); Article 11 and 12 of Social Policy (Basic Aims and Standards) Convention 1962 (No. 117)
3	Overtime premium ($\geq 125\%$)	Article 6 of Hours of Work (Industry) Convention 1919 (No. 1); Article 7 of the Hours of Work (Commerce and Offices) Convention 1930 (No. 30)
4	Weekly rest work compensation (time-off)	Article 5 of the Weekly Rest (Industry) Convention, 1921 (No. 14); Article 8(3) of the Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) ⁴⁸
5	Night work premium	Article 8 of Night Work Convention, 1990 (No. 171)
2. Decent Working Hours		
6	General working hours (≤ 48 hours per week)	Article 2 of Hours of Work (Industry) Convention 1919 (No. 1); Article 3 of the Hours of Work (Commerce and Offices) Convention 1930 (No. 30); Article 1 of the Forty-Hour Week Convention, 1935 (No. 47)
7	Maximum working hours (≤ 56 hours per week)	Para 17 of the Reduction of Hours of Work Recommendation, 1962 (No. 116); Article 6(2) of Hours of Work (Industry) Convention 1919 (No. 1); Article 7(3) of the Hours of Work (Commerce and Offices) Convention 1930 (No. 30)
8	Weekly rest (≥ 24 hours)	Articles 3-6 of Hours of Work (Industry) Convention 1919 (No. 1); Article 2 of Weekly Rest (Industry) Convention 1921; Article 6 of Weekly Rest (Commerce and Offices) Convention 1957
9	Paid public holidays	Article 5 of Working Conditions (Hotels and Restaurants) Convention 1991 (No. 172); Article 6 of Holidays with Pay Convention (Revised) 1970 (No. 132); Article 7 of the Part-Time Work Convention, 1994 (No. 175)
10	Annual leave (≥ 3 working weeks)	Article 3 of Holidays with Pay Convention (Revised) 1970 (No. 132)
3. Employment Security		
11	Written employment contract	Articles 7-8 of the Domestic Workers Convention, 2011 (No. 189); Part II of the Private Employment Agencies Recommendation, 1997 (No. 188)
12	Fixed term contract (≤ 5 years)	Article 2(3) of the Termination of Employment Convention 1982 (No. 158); Article 3(2) of the Termination of Employment Recommendation, 1982 (No. 166)
13	Probation period (≤ 3 months)	Article 2 of the Termination of Employment Convention 1982 (No. 158)
14	Termination notice period (1 month)	Article 11 of the Termination of Employment Convention 1982 (No. 158)

⁴⁸ Although these conventions provide for compensatory rest days for those workers engaged on a weekly rest holiday, these can be used as a model to provide compensatory rest days to workers working on public holidays.

15	Severance pay (≥ 14 days per year of service)	Article 12 of the Termination of Employment Convention 1982 (No. 158)
4. Family Responsibilities		
16	Parental leave	Article 1 of the Workers with Family Responsibilities Convention, 1981 (No. 156); Paragraph 22 of the Workers with Family Responsibilities Recommendation, 1981 (No. 165); Paragraph 10 of the Maternity Protection Recommendation, 2000 (No. 191)
17	Paternity leave (≥ 1 week)	2009 ILC Resolution Concerning Gender Equality at the Heart of Decent Work
18	Flexible working arrangements	Article 1 of the Workers with Family Responsibilities Convention, 1981 (No. 156); Paragraph 18 of the Workers with Family Responsibilities Recommendation, 1981 (No. 165); Article 9(2) of the Part-Time Work Convention, 1994 (No. 175)
19	Nursing breaks	Article 10 of the Maternity Protection Convention, 2000 (No. 183)
5. Maternity at Work		
20	Prohibition on inquiring about pregnancy	Article 9 of the Maternity Protection Convention, 2000 (No. 183)
21	Maternity leave (≥ 14 weeks)	Article 4 of the Maternity Protection Convention, 2000 (No. 183); Article 11 of UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
22	Cash maternity benefits ($\geq 66.67\%$ of former wage)	Article 6 of the Maternity Protection Convention, 2000 (No. 183)
23	Source of maternity benefits (social insurance or state financing)	Article 6(7) of the Maternity Protection Convention, 2000 (No. 183)
24	Protection from dismissals (pregnancy/maternity)	Article 8 of the Maternity Protection Convention, 2000 (No. 183); Article 11 of UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
6. Safe Work		
25	Personal protective equipment (free of cost)	Article 16 and 21 of the Occupational Safety and Health Convention, 1981 (No. 155)
26	Training on health and safety	Article 19(d) of the Occupational Safety and Health Convention, 1981 (No. 155)
27	Restriction on work (prejudicial to health of mother or child)	Article 3 of the Maternity Protection Convention, 2000 (No. 183)
28	Employment injury benefits	Part VI of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
7. Social Security		
29	Old age pension	Part V of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
30	Survivors' pension	Part X of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
31	Unemployment benefits	Part IV of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
32	Sickness benefits (≥ 6 months)	Part III of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
33	Invalidity benefits	Part IX of the Social Security (Minimum Standards) Convention, 1952 (No. 102)
8. Fair Treatment		
34	Prohibition of employment discrimination	Article 2 of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); Article 8 and 9 of the Maternity Protection Convention, 2000 (No. 183);

		Article 4 of the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159); Article 1 of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Article 5 and 27 of the Convention on the Rights of Persons with Disabilities
35	Equal remuneration for work of equal value	Article 2 of the Equal Remuneration Convention, 1951 (No. 100)
36	Prohibition of sexual harassment	Article 7 of the Violence and Harassment Convention, 2019 (No. 190)
37	Absence of restrictions on women's employment	Article 2 of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
38	Basic labour protections for gig workers	Global Commission on the Future of Work 2019 ⁴⁹ ; Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), 2017
9. Child and Forced Labour		
39	Prohibition on child labour (<15 years)	Article 2 of Minimum Age Convention 1973 (No. 138); Article 32 of the Convention on Rights of Child
40	Age (employment entry \geq compulsory schooling)	Article 2(3) of Minimum Age Convention 1973 (No. 138)
41	Prohibition on hazardous work for under 18	Article 3 of Minimum Age Convention 1973 (No. 138)
42	Prohibition on forced labour	Article 2 of the Forced Labour Convention, 1930 (No. 29); Protocol of 2014 to the Forced Labour Convention, 1930; Article 8 of the International Covenant on Civil and Political Rights
10. Trade Union		
43	Right to unionise	Article 2 of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
44	Right to collective bargaining	Article 4 of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Article 2 of the Collective Bargaining Convention, 1981 (No. 154)
45	Right to strike	Para 751, Compilation of decisions of the Committee on Freedom of Association, 2018
46	Prohibition on replacing striking workers	Article 1 of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

⁴⁹ The Global Commission on the Future of Work 2019 recommended the development of an “*international governance system for digital labour platforms*” requiring platforms (and clients) to respect certain minimum rights and protections. The Maritime Labour Convention, 2006 (MLC, 2006) can be used as an example.

Weights

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

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

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

Countries at different stages of development may also have different legal provisions. For example, as is evident throughout the study, work-life balance and gender equality related legislation is also linked with economic development. With certain exceptions, mostly high-income countries have instituted provisions on paternity leave and parental leave. If these components are given higher weightage than the other, developing countries' scores will be comparatively much lower.

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

If giving weights would be an option, fundamental principles and rights at work would be given higher weights. These are freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation. However, the ILO has also started giving importance to other workplace rights. The 2019 Declaration notes that “all workers should enjoy adequate protection in accordance with the Decent Work Agenda, taking into account:

- (i) respect for their fundamental rights;
- (ii) an adequate minimum wage, statutory or negotiated;
- (iii) maximum limits on working time; and
- (iv) safety and health at work.”

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

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

Ranking

Similarly, the Labour Rights Index does not “rank” countries.

The ordinal ranking method (for example, “first”, “second” and “third”) is problematic as it leads to naming and shaming of countries at the bottom of the list. Moreover, as argued by the Doing Business Report 2016, rankings may encourage the agents (being ranked) to “game the system”.⁵⁰ There is a risk that the agents may divert a disproportionate amount of resources and efforts to the areas which are measured/scored, while leaving aside areas which are equally important but not scored. To deal with this issue, the Labour Rights Index does not use ordinal ranking, although it covers the whole gamut of labour rights.

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

The Labour Rights Index however does place 115 countries into 6 categories and rates these from “Decent Work” to “Total Lack of Decent Work”.⁵¹

⁵⁰ <https://www.doingbusiness.org/content/dam/doingBusiness/media/Annual-Reports/English/DB16-Full-Report.pdf>

⁵¹ A similar approach has been used by the International Trade Union Confederation under its ITUC Global Rights Index 2020. <https://www.ituc-csi.org/ituc-global-rights-index-2020>

Description of the Ratings

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

1. Decent Work

Almost all labour rights, as covered by the Index, are provided under the legislation in countries with a ranking of 1 (**Decent Work**). Workers have regular access to decent work in nearly every aspect of working life. Reforms in labour legislation in a couple of areas can improve the statutory rights further.

2. Approaching Decent Work

Countries with a rating of 2 (**Approaching Decent Work**) have generally a lower level of labour rights than those with a rating of 1. Countries with this rating have scored Yes on at least 37 of the 46 evaluation criteria. Most labour rights are provided under the legislation. Workers have frequent access to decent work in most aspects of working life.

3. Reasonable Access to Decent Work

Generally, labour rights are reasonably provided under the legislation in Countries with a rating of 3 (**Reasonable Access to Decent Work**). Workers have fair access to decent work in some aspects of working life. The countries with this rating have scored Yes on at least 33 of the 46 evaluation criteria.

4. Limited Access to Decent Work

Restricted labour rights are provided under the legislation in countries with a rating of 4 (**Limited Access to Decent Work**). Workers have access to decent work in limited aspects of working life only. The national/local legislation does not meet the international standard on nearly 18 of the 46 evaluation criteria.

5. Basic Access to Decent Work

Minimal labour rights are provided under the legislation in countries with a rating of 5 (**Basic Access to Decent Work**). There are systematic violations of workplace rights through statutory means. Workers have nominal access to decent work in a few aspects of working life only. The national/local legislation does not meet the international standard on nearly 20 of the 46 evaluation criteria.

6. Total Lack of Decent Work

Decent work deficits are rife in countries with a rating of 6 (**Total Lack of Decent Work**). The national/local legislation barely meets the international standard on even half of the 46 evaluation criteria. There is an absence of minimal labour rights under the legislation. Workers are deprived of access to decent work in nearly every aspect of working life.

What is Next?

In the upcoming editions of the Labour Rights Index, we plan to include the following components: provision of day care/childcare centres at the workplace; fair treatment of part-time workers equivalent to comparable full-time workers with respect to different aspects of employment; the labour inspection system; prohibition of worst forms of child labour; establishment of social dialogue or tripartite mechanism to discuss labour market issues at economy level.

Establishment of a vibrant labour inspection system and social dialogue mechanism with due representation from all relevant stakeholders is important from a governance viewpoint. While these are not directly associated with workers' rights, these make the attainment of workers' rights easier by simplifying the processes and removing any institutional hurdles.

It is also planned to extend the coverage to 140 countries. These mainly include countries from Central Asia, North Africa, and some South American countries. Any future legal updates which lead to changes in the scores, as well as near misses will also be included.

Scored questions

This section focuses on the 46 scored binary questions, grouped by indicators. While recognising the fact that there will always be a divergence between “what is on the books” and “what happens in practice”, the Index does not consider the implementation of legislation; the scoring is based on statutory law only.

Fair Wages

The Fair Wages indicator measures whether the law requires payment of minimum wages and regular as well as timely disbursement of wages. The indicator also refers to additional compensation for overtime work, night work and work on weekly rest days.

This indicator has five components that measure:

- **Whether labour legislation sets the minimum wage.** A score of 1 is assigned if labour legislation sets the minimum wage or if the minimum wage is set through negotiation between the parties or through sectoral bargaining at the sectoral or even national level. In order to be assigned a score of 1, a country must have updated their minimum wage at least once during the past two years. A score of 0 is assigned if there is no provision in legislation on minimum wage or in the absence of statutory minimum wage, there is no sectoral bargaining. A score of 0 is assigned if the minimum wage has not been updated at least once during the last two years.
- **Whether labour legislation requires regular payment of wages.** A score of 1 is assigned if labour legislation requires employers to ensure regular and timely payment of wages. Wage payment periods can be set at the hourly, daily, weekly, fortnightly or monthly level. A score of 0 is assigned if labour legislation does not require employers to ensure regular and timely payment of wages on completion of a wage period.
- **Whether overtime compensation is at least 125% of the regular rate.** A score of 1 is assigned if monetary compensation for overtime is 125% or more of the regular hourly rate or where paid time-off is given as compensation for overtime. A score of 0 is assigned if overtime compensation is less than 125% of the regular hourly rate.
- **Whether there is additional compensation for working on a weekly rest day.** A score of 1 is assigned if legislation requires provision of compensatory rest day. A score of 1 is also assigned if workers are given both the substitute day-off and a premium payment. A score of 0 is assigned if working on a weekly rest day is compensated with only a premium payment or workers have the option to choose between either.
- **Whether there is additional compensation for work during night hours.** A score of 1 is assigned if monetary compensation (premium, additional or extra pay) is awarded to those who work during night hours or if working hours for night workers are reduced. A score of 0 is assigned if night work does not lead to premium payment or reduction in working hours. For scoring this question, other than legislation, general/inter-professional collective agreements are taken into account.

Decent Working Hours

The Decent Working Hours indicator measures whether workers' health and well-being are preserved while ensuring their productiveness and motivation. The indicator considers daily and weekly maximum hours of work in excess of which any time worked is remunerated at overtime rates. This indicator also considers weekly rest periods, public holidays, and annual leave. Paid rest days, whether in the form of weekly rest, public holidays or annual leave, are periods during which a worker is off work while continuing to receive an income and being entitled to social protection.

This indicator has five components that measure:

- **Whether labour legislation limits general working hours to 48 hours per week.** A score of 1 is assigned if general working hours do not exceed 48 hours per week. A score of 0 is assigned if there is no restriction on weekly working hours or if general working hours are more than 48 hours per week.
- **Whether labour legislation limits maximum working hours to 56 hours per week.** A score of 1 is assigned if total working hours inclusive of overtime do not exceed 56 hours per week. A score of 0 is assigned in all such cases where total working hours are more than 56 hours per week.
- **Whether labour legislation requires a weekly rest of at least 24 hours.** A score of 1 is assigned if workers have the right to a weekly rest of a minimum of 24 consecutive hours. A score of 0 is assigned if labour legislation does not require a weekly rest day, as specified above.
- **Whether there are paid public holidays.** A score of 1 is assigned if workers are allowed fully paid public holidays. A score of 0 is assigned if labour legislation does not require employers to grant a fully paid day-off on public holidays.
- **Whether there is paid annual leave.** A score of 1 is assigned if labour legislation requires employers to grant workers at least three working weeks of paid annual leave⁵² after completion of one year of service. A score of 0 is assigned if the length of paid annual leave is less than three working weeks.

⁵² To make data comparable at the global level, a five-day work week is assumed and hence the required days of leave is at least 15 working days.

Employment Security

The Employment Security indicator measures whether labour legislation ensures that workers' jobs are characterised by a degree of permanence and reliability. The indicator considers various aspects of employment security and stability like a written employment contract, indefinite vs fixed-term contracts for tasks of a permanent nature, a probation period, a notice period before termination of contract and severance pay.

This indicator has five components that measure:

- **Whether employers are required to provide written employment contracts to workers.** A score of 1 is assigned if labour legislation requires employers to provide written employment contracts or at least written employment particulars to workers on commencement of employment. A score of 0 is assigned if there is no requirement on the part of the employer to provide any such written document.
- **Whether labour legislation restricts the hiring of fixed-term contract workers.** A score of 1 is assigned if the maximum length of fixed contacts including renewals is less than 5 years. A score of 0 is assigned in all such cases where labour legislation does not specify the maximum length of fixed-term contracts or allows the maximum length of fixed-term contracts including renewals to exceed five years.
- **Whether labour legislation limits the length of the probation period to three months.** A score of 1 is assigned if labour legislation limits the maximum length of the probation period, including renewals to three months. A score of 0 is assigned if labour legislation does not refer to probation or trial period or allows it to exceed three months.
- **Whether there is a 30-day notice before contract termination.** A score of 1 is assigned if both parties can terminate an indefinite term contract after serving a 30-day⁵³ written notice or paying in lieu of notice, except in cases of gross misconduct. A score of 1 is also assigned where a termination notice required from employees is 30 days, but is still less than what is required of employers or where the notice period required from employers is 30 days, but for employees ranges between 14 to 30 days. A score of 0 is assigned if the contract termination notice is less than 30 days or more than 30 days.
- **Whether there is severance pay on contract termination.** A score of 1 is assigned if labour legislation requires employers to provide severance pay (gratuity or end of service allowance) at the rate of two weeks wages for every year of service on contract termination in the event of individual dismissal or economic dismissals (redundancy) or on expiry of a fixed-term contract, except in cases of gross misconduct. A score of 0 is assigned if severance pay is not required under the law or is provided at a rate lower than two weeks wages for every year of service or if the rate is not clearly specified under the law.

⁵³ For data comparability, 4-week notice period is also considered equivalent to 30-day notice period.

Family Responsibilities

Family responsibilities are responsibilities in relation to dependent children and other immediate family members who need care (sick, elder, infirm). The Family Responsibilities indicator measures whether labour legislation ensures that workers get paternity leave, parental leave and flexible work options while tending to their family responsibilities.

This indicator has four components that measure:

- **Whether parental leave is available to parents.** A score of 1 is assigned if workers have the right to paid or unpaid parental leave of at least four months, on exhaustion of paternity and maternity leave. A score of 0 is assigned if labour legislation does not provide for the right to parental leave.⁵⁴
- **Whether fathers have the right to take paid paternity leave.** A score of 1 is assigned if labour legislation requires employers to grant paid paternity leave of at least one week on the birth of a child. Paternity leave might be an employer liability or paid by the social security system or general tax financing. A score of 0 is assigned if there is no provision for paid paternity leave of at least one week.
- **Whether flexible working arrangements are available to workers with family responsibilities.** A score of 1 is assigned if labour legislation allows flexible work arrangements (flextime or part-time work option or work from home options, etc) for workers with family responsibilities. A score of 0 is assigned if labour legislation provides access to part-time work or flextime generally to all workers without mandating it for workers with family responsibilities.
- **Whether there are paid nursing breaks.** A score of 1 is assigned if labour legislation requires the provision of paid nursing breaks to workers (mainly mothers) until the infant is six months old. A score of 0 is assigned if labour legislation does not require employers to grant fully paid nursing breaks to workers until the infant is six months old. These nursing breaks can either be during the working day or can also take the form of reduced working hours.

⁵⁴ Taking into account the fact that the first six months are vital for the healthy development of a child (UNICEF, 2019), the Labour Rights Index considers four-month parental leave along with compulsory post-natal leave of 6 weeks. It is just 18 days short of 180 days!

Maternity at Work

Maternity protection allows women to successfully combine their productive and reproductive roles without compromising one at the cost of another. Similarly, it protects women from discrimination in the labour market due to their reproductive roles. The Maternity at Work indicator measures whether labour legislation ensures that workers get paid maternity leave and are protected from dismissal during and on account of pregnancy.

This indicator has four components that measure:

- **Whether law prohibits inquiring about pregnancy during recruitment.** A score of 1 is assigned if labour legislation prohibits employers from inquiring about pregnancy (through pregnancy testing or other means) during recruitment. A score of 0 is assigned if there is no prohibition in law on inquiring about pregnancy/family planning during recruitment or making it a recruitment condition.
- **Whether maternity leave is available for 14 weeks.** A score of 1 is assigned if pregnant workers have the right to maternity leave of at least 14 weeks. A score of 0 is assigned if the length of maternity leave is less than 14 weeks.
- **Whether maternity leave benefit is at least 66.67% of the worker's former wage.** A score of 1 is assigned if maternity leave benefit is 66.67% or higher than the pregnant worker's former wage. In cases where the maternity leave is over and above 14 weeks, the score will remain 1 if the payment for maternity leave through social insurance or universal benefits is at least 66.67% of the former wage for at least the first 14 weeks. In cases where workers are paid flat rate maternity benefits, these must be at least 66.67% of the applicable minimum wage. A score of 0 is assigned if maternity leave benefit is less than the above threshold.
- **Whether maternity benefit is employer liability.** A score of 1 is assigned if maternity benefit is paid through a contributory social insurance system or through a non-contributory universal benefits system financed through general taxation. A score of 0 is assigned if maternity benefit is only employer liability and employers are required to pay workers their wages during maternity leave.
- **Whether law protects workers from dismissal during pregnancy.** A score of 1 is assigned if legislation prohibits employers from terminating workers during or on account of pregnancy (e.g. certified sickness related to pregnancy) except in cases of gross misconduct. A score of 0 is assigned if legislation does not protect workers from dismissal during or on account of pregnancy.

Safe Work

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

This indicator has four components that measure:

- **Whether the law requires employers to provide free personal protective equipment to workers.** A score of 1 is assigned if labour legislation requires employers to provide free personal protective equipment to the workers. A score of 0 is assigned if there is no requirement for the provision of free personal protective equipment.
- **Whether law requires training on health and safety issues.** A score of 1 is assigned if the law requires employers to provide health and safety training while they join work or where they are assigned on some new work. A score of 0 is assigned if legislation does not require training on health and safety issues.
- **Whether law restricts work that is determined to be prejudicial to the health of the mother or the child.** A score of 1 is assigned if legislation restricts pregnant or nursing women from being obliged to perform arduous work that is prejudicial to the health of the mother or the child. Based on the workplace assessment and medical certificate, legislation should require elimination of risk, adaptation of working conditions, transfer to another post without loss of pay and access to paid leave when neither of the above are possible. A score of 1 is also assigned if legislation prohibits night work where a medical certificate declares such work as incompatible with a woman's pregnancy or nursing. A score of 0 is assigned if arduous work and any of its other forms, as noted in Paragraph 6(3) of the ILO Recommendation 191, are not restricted for pregnant or nursing workers and/or there is a general prohibition only.
- **Whether legislation provides for employment injury benefit.** A score of 1 is assigned if employment injury or disease benefit is provided under the law and is paid through social insurance or where the employer pays a monthly premium to the private or public carrier (insurance provider) to provide employment injury benefits. A score of 0 is assigned if employment injury benefit is not financed through the social insurance system (employer liability program only) or is not provided under the law.

Social Security

Adequate social protection is an important aspect of decent work. Protection from the major risks in life through social protection helps keep people out of poverty and prevents them from being thrown into poverty when unforeseen catastrophes occur, such as an accident, an illness or the loss of a job or in old age when work is impossible or very difficult.

Social security covers a broad range of benefits which, depending on the country, may include: (i) old-age pensions; (ii) health care; (iii) dependants'/survivors' benefit; (iv) disability/invalidity insurance; (v) paid sick leave; and (vi) unemployment insurance.

This indicator has five components that measure:

- **Whether law provides for old-age pension.** A score of 1 is assigned if legislation creates a contributory old-age pension or if old-age pension is paid through a non-contributory universal benefits system (both administered by state). A score of 0 is assigned if there is no explicit provision for state administered old age pension or is employer liability or if the old age pension is means-tested.
- **Whether law provides for survivors'/dependants' pension.** A score of 1 is assigned if legislation provides for a contributory social insurance survivors' or dependants' pension, or it is paid through a non-contributory universal benefits system in the event of workers' or pensioners' death once they are eligible for old-age pension or disability pension (both administered by the state). A score of 0 is assigned if there is no explicit provision for state administered survivors' pension or is employer liability or if survivors' pension is means-tested.
- **Whether law provides for unemployment benefits.** A score of 1 is assigned if legislation provides for unemployment benefit if a worker loses employment either through a contributory social insurance system or non-contributory universal benefits system. A score of 0 is assigned if there is no explicit provision for a state administered unemployment benefits system or where unemployment benefits are means-tested or where only severance pay is provided.
- **Whether law provides for paid sick leave for the first six months of sickness.** A score of 1 is assigned if legislation allows paid sick leave or sickness benefits for a minimum of the first six months of illness. The paid sick leave/sickness benefits must have been funded through a contributory social insurance system or universally accessible system. A score of 0 is assigned if paid sick leave/sickness benefit is less than six months or if it is paid after a more than 10-day waiting period, or if it is only employer liability.
- **Whether legislation provides for invalidity benefits.** A score of 1 is assigned if the non-occupational disability or invalidity benefit is provided under the law and is paid through a contributory social insurance system or through a non-contributory universal benefits system financed through general taxation (both administered by the state). A score of 0 is assigned if the invalidity benefit is only employer liability or means-tested, or if there is no explicit provision for a state administered invalidity pension.

Fair Treatment

The Fair Treatment indicator measures legislation causing wage gap, discrimination in employment matters, sexual harassment at work, employment segregation and unequal access to basic labour protection for gig workers. Equal remuneration for all workers, referring to the rates of remuneration without discrimination on the basis of gender and any other discriminatory grounds, is the fundamental requirement for promoting non-discrimination at the workplace.

This indicator has five components that assess:

- **Whether the law prohibits discrimination in employment.** A score of 1 is assigned if the law prohibits employers from discrimination or mandates equal treatment of all workers in employment matters. A score of 0 is assigned if the law does not prohibit such discrimination or only prohibits such in one aspect of employment, such as pay or dismissal. The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.
- **Whether the law requires equal remuneration for work of equal value.** A score of 1 is assigned if legislation mandates equal remuneration for male and female workers for work of equal value without any discrimination on the grounds of sex. A score of 0 is assigned if the law limits the principle of equal remuneration to the same work, similar work, equal work or work of a similar nature.
- **Whether law prohibits sexual harassment at work.** A score of 1 is assigned if legislation protects against workplace sexual harassment. A score of 0 is assigned if there is no such legislation or if it addresses harassment in general or has a general prohibition on harassment only without any criminal penalties (fines and/or imprisonment) or civil remedies (monetary compensation for victims and recovery of damages).
- **Whether the law allows women to do the same jobs as men.** A score of 1 is assigned if legislation does not restrict non-pregnant and non-nursing women from working in the same jobs as men. A score of 0 is assigned if the law prohibits or restricts women from working in jobs deemed hazardous, arduous, or morally inappropriate. A score of 0 is also assigned if women workers are prohibited from working during night hours.
- **Whether the law guarantees basic labour protections to the gig economy workers.** Considering the new phenomenon of gig economy, a score of 1 is currently assigned to all such countries which provide at least the basic social protection⁵⁵ (old age pension, survivors' benefits and invalidity benefits) to the self-employed workers. A score of 0 is assigned if the basic social protection is not afforded to the self-employed workers or where access to these benefits is linked to citizenship.

⁵⁵ To give equal treatment to workers, labour legislation must regulate the gig economy and provide the following universal labour guarantees or basic labour protections to the gig workers: access to fundamental workers' rights, social protection, adequate living wages, decent working hours, and safe and healthy workplaces.

Child and Forced Labour

The Child and Forced Labour indicator measures legislation regulating employment of children and linking this employment to their compulsory education. The indicator also measures whether legislation prohibits forced labour.

This indicator has four components that assess:

- **Whether the law prohibits the employment of children.** A score of 1 is assigned if legislation prohibits the employment of children under the age of 15 years (14 years in the case of developing countries). A score of 0 is assigned if the employment entry age is lower than 14 or 15 years except in case of light work.
- **Whether employment entry age is similar or higher than the compulsory education age.** A score of 1 is assigned if legislation sets the employment entry age similar to or higher than the compulsory education age. A score of 0 is assigned if the employment entry age is lower than the compulsory education age or if compulsory schooling age is not defined under the law.
- **Whether the law prohibits the employment of adolescents in hazardous work.** A score of 1 is assigned if legislation prohibits employment of children under the age of 18 years in hazardous work⁵⁶. A score of 0 is assigned if the employment entry age for hazardous work is lower than 18 years or is not specified.
- **Whether the law prohibits forced labour.** A score of 1 is assigned if legislation prohibits forced labour except in certain extraordinary circumstances. A score of 0 is assigned if the law does not prohibit forced labour or has only a general prohibition without any sanctions.

⁵⁶ Work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or morals of young persons

Trade Union

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

This indicator has four components that assess:

- **Whether the law allows freedom of association.** A score of 1 is assigned if legislation allows workers to form and join organisations of their own choice with the exception of armed forces, police, prison services, intelligence agencies, judges, firefighting, those engaged in the administration of the state, and managerial employees. A score of 0 is assigned in the following cases:
 - There is an explicit general prohibition in law of the right to establish and join organisations or the law prohibits more than one trade union in a single enterprise or there is state monopoly through the imposition of a single organisation to which workers must belong.
 - There are restrictions or exclusions from the right to freedom of association, other than those referred above.
 - Workers are excluded from the right to form and join organisations of their own choice based on exclusionary criteria like race, political opinion, nationality, age or on the grounds of occupational categories (public or private sector).⁵⁷
- **Whether the law allows workers to bargain collectively.** A score of 1 is assigned if legislation allows workers - with the exception of armed forces, police, prison services, intelligence agencies, firefighting, judges, those engaged in the administration of the state, and managerial employees - and their representative organisations to negotiate and conclude collective agreements with employers to determine terms and conditions of employment. A score of 0 is assigned in the following cases:
 - There is an explicit general prohibition in law of the right to collective bargaining.
 - Workers are excluded from the right to form and join organisations of their own choice based on exclusionary criteria like race, political opinion, nationality or on the grounds of occupational categories (public or private sector) except those referred above.
 - There are excessive requirements and/or there is a lack of objective, pre-established and precise criteria for the determination/recognition of trade unions entitled to collective bargaining.
 - There are excessively high representation thresholds (higher than 20%) for trade unions for collective bargaining purposes.⁵⁸
- **Whether the law allows the right to strike.** A score of 1 is assigned if legislation provides for the right to strike to workers. A score of 0 is assigned in the following cases:
 - The right to strike is not provided in law or if there is an explicit general prohibition on strikes.
 - There are excessive exclusions based on race, political opinion, nationality or occupational categories (public or private sector).
 - The right is jeopardised through many restrictions or where the list of essential services is broader than the list provided in the definitions.

⁵⁷ Scoring of this question also takes into account the evaluation criteria number 23 and 25 and country responses under SDG indicator 8.8.2 on labour rights. The details of evaluation criteria are given at [UN Stats, ILO](#) and [Centre for Global Workers' Rights](#). For country responses, please refer to Labour Rights Indicators at [Centre for Global Workers' Rights](#).

⁵⁸ Scoring of this question also takes into account the evaluation criteria number 62, 65 and 68 as well as country responses under SDG indicator 8.8.2 on labour rights. The details of evaluation criteria are given at [UN Stats, ILO](#) and [Centre for Global Workers' Rights](#). For country responses, please refer to Labour Rights Indicators at [Centre for Global Workers' Rights](#).

- Requirement for more than 50% workers to be in favour of a strike.
- Legislation sets too lengthy a period of time (greater than 14 days) for previous negotiation, conciliation and mediation or unreasonable period of notice/cooling-off periods before calling a strike.⁵⁹
- **Whether the law prohibits replacing workers on strike.** A score of 1 is assigned if legislation prohibits the replacement of striking workers. A score of 0 is assigned if the law does not prohibit replacement of those workers who are on legitimate and peaceful strike and/or if there are excessive sanctions in case of legitimate strikes including dismissals of workers.⁶⁰

⁵⁹ Scoring of this question also takes into account the evaluation criteria number 84, 86 and 92 as well as country responses under SDG indicator 8.8.2 on labour rights. The details of evaluation criteria are given at [UN Stats, ILO](#) and [Center for Global Workers' Rights](#). For country responses, please refer to Labour Rights Indicators at [Center for Global Workers' Rights](#).

⁶⁰ Scoring of this question also takes into account the evaluation criteria number 30 and 94, and country responses under SDG indicator 8.8.2 on labour rights. The details of evaluation criteria are given at [UN Stats, ILO](#) and [Center for Global Workers' Rights](#). For country responses, please refer to Labour Rights Indicators at [Center for Global Workers' Rights](#).

Country Profiles



How to Read the Country Profiles

The Country Profiles section shows a two-page profile for each of the 115 countries covered in the Labour Rights Index 2020. The country profiles are informative about the major aspects of labour legislation in an economy.

Performance Overview

In this section, a two-page profile illustrates the performance of a country in the Labour Rights Index. On the first page, the overall score (out of 100) and rating (out of six categories) at the top give a snapshot of a country's standing in the Labour Rights Index.

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

Below, the shared Key Facts of the country provide a picture of the economy and its labour force at a glance. These facts include Region, Income Group, Population, Labour Force, Female Labour Force, Total Fertility Rate, Informal Employment, GDP per Capita, Minimum Wage and Living Wage (standard family), with both wages in local currency and US dollars, Non-Standard Employment (Part-Time Employment-A and Temporary Employment-B), and Poverty Headcount. While other Key Facts are taken from the World Bank's World Development Indicators, the minimum wage and living wage numbers are accessed through WageIndicator's Minimum Wage and Living Wages databases, while the informal sector and Non-standard Employment rates have been taken from the International Labour Organization.

The end of the first page showcases the legislative performance of the country in a bar graph according to the 10 indicators of decent work. The overall score of the country in labour rights is also displayed alongside its scores for each indicator in the graph. The first bar shows the overall score of the country in the index. The following different coloured bars represent each of the 10 indicators, with the scores for each country in that specific indicator stated at the top and that indicator's icon displayed below.

The overall score and each of the indicators are denoted by different colours; Overall score (Grey), Fair Wages (Teal), Decent Working Hours (Blue), Employment Security (Violet), Family Responsibilities (Purple), Maternity at Work (Red), Safe Work (Pink), Social Security (Orange), Fair Treatment (Brown), Child & Forced Labour (Yellow), Trade Union (Green). To read about the scoring methodology, refer to the section on Data Notes. Additional information about the Index can be found at the end of the page.

Indicators

The second page of a country profile also shows the overall score (average score) and the rating of the country at the top. This page looks at the decent work indicators of the Labour Rights Index, and the composite score (out of 100) for each indicator. The ticks (✓) and crosses (×) signify scores of 1 and 0 respectively. The ✓ and × demonstrate whether or not a country fulfils the scoring conditions (refer to

Data Notes) of each component under an indicator. Indicators with four components give each component a score of 25 which amounts to the composite score of 100. Similarly, where indicators have five components, each component has a score of 20 leading to the composite score of 100. Using asterisks, added notes for clearer understanding of the information shared on the page have been provided at the end of that page.

Appendix I: Comparison of Indices on Labour Rights

Indices			
Doing Business (Employing Workers Index-EWI/Labour Market Regulation)		Labour Rights Index	
Indicators	Topics	Indicators	Topics
Hiring	Fixed-term contracts, minimum wage, probationary period	Fair Wages	Minimum wage, Regular wage, Overtime premium, Weekly rest work compensation, Night work premium
Working Hours	Working days per week, Paid vacations, nonstandard work schedules (overtime work, night work, holiday work and pay premiums)		
Redundancy Rules	Mandatory legal requirements on economic dismissal (third party notification, retraining or reassignment requirements)		
Redundancy Cost	Weeks of salary (notice requirement and severance pay) and unemployment protection		
Women, Business and Law		Decent Working Hours	General working hours, Maximum working hours, Weekly rest, Paid public holidays, Annual leave
Mobility	Restraints on women's freedom of movement (living, travelling, procedure for passport)		
		Employment Security	Written employment contract, Fixed term contract, Probation period, Termination notice period

Workplace	Laws affecting women's decisions to enter and remain in labour force (getting jobs same way as men, discrimination, sexual harassment)	Family Responsibilities	Parental leave, Paternity leave, Flexible work arrangements, Nursing breaks
Pay	Laws and regulations on job restrictions and gender wage gap (equal pay for work of equal value, night work hours, dangerous, hazardous, arduous and morally inappropriate work, same industries as men)		
Marriage	Legal restrictions related to marriage (obedience to husband, head of household, domestic violence, divorce judgement, rights to remarry)	Maternity at Work	Prohibition on inquiring about pregnancy, Maternity leave, Maternity benefits, Source of maternity benefits, Protection from dismissals (pregnancy/maternity)
Parenthood	Women's work after having children (length and duration of paid leave, maternity benefits, paid paternity and parental leave, dismissal of pregnant workers)		
Entrepreneurship	Constraints women face in starting and running a business (access to credit, signing contract, business registration and opening bank account)		

Assets	Gender differences in property and inheritance law (ownership rights, inheritance rights, administrative authority over assets, value of non-monetary contributions, marital property regime)	Safe Work	Restriction on work (prejudicial to health of mother or child), Employment injury benefit
Pension	Laws affecting women's pension size (age of retirement, age for partial pension benefits, mandatory retirement age, absence due to childcare)		
Global Competitiveness Index (Labour Market Efficiency)		Fair Treatment	Prohibition of employment discrimination, Equal remuneration for work of equal value, Prohibition of sexual harassment, Absence of restrictions on women's employment, Basic labour protections for gig workers
Flexibility	Cooperation in labour-employer relations, Flexibility of wage determination, Hiring and firing practices, Redundancy costs, Active labour market policies, Workers' rights, Ease of hiring foreign labour, Internal labour mobility		
Meritocracy and Incentivization	Pay and productivity, Reliance on professional management, Female participation in labour force (ratio to men), Labour tax rate		

Global Labour Survey			
General Economic Situation	Economic growth; Unemployment and poverty; Influence of IMF and World Bank on country policies	Child and Forced Labour	Prohibition on child labour, Age (employment entry & compulsory schooling), Prohibition on hazardous work, Prohibition on forced labour
The Labour Market	Wage-setting; Enforcement of minimum wage policies; Wage arrears; Prevalence of child labour; Gender discrimination		
Freedom of Association & Collective Bargaining	Legal and economic position of unions		
Labour Disputes	Nature and frequency of industrial disputes; Institutions for resolving labour conflicts	Trade Union	Right to unionise, Right to bargain collectively, Right to strike, Prohibition on replacing striking workers
Employment Regulations & Working Conditions	Effect of regulations and collective bargaining on labour contracts, work hours, hiring and firing decisions		
Employee Benefits	Pension schemes; Sick leave benefits; Unemployment insurance		
Concluding Questions	Respondents' views on several economic and political issues		
ISSA's Social Security Programs			

Social Security	Old-Age, Disability/Invalidity and Survivors 'Benefits, Sickness and maternity benefits (cash benefits + medical care), Work Injury Benefits, Unemployment Benefits, Family Allowance		
Index of Economic Freedom (Regulatory Efficiency)			
Labour Freedom	Ratio of minimum wage to the average value added per worker; Hindrance to hiring additional workers; Rigidity of hours; Difficulty of firing redundant employees; Legally mandated notice period; Mandatory severance pay; Labour force participation rate		
Economic Freedom of the World Index (Area 5: Regulation)			

Labour Regulations	Market Hiring regulations and minimum wage; Hiring and firing regulations; Centralized collective bargaining; Hours regulations; Mandated cost of worker dismissal; Conscription		
-----------------------	--	--	--

Appendix II: Geographical Coverage

Region	Number of countries	Sub region	Countries
AFRICA	34	Northern Africa	Egypt, Morocco, Tunisia
		Southern Africa	Angola, Botswana, Lesotho, Madagascar, Malawi, Mozambique, Namibia, South Africa, Zambia, Zimbabwe
		Central Africa	Burundi, Cameroon, Chad, Democratic Republic of the Congo, Rwanda
		Eastern Africa	Ethiopia, Kenya, South Sudan, Sudan, Tanzania, Uganda
		Western Africa	Benin, Burkina Faso, Cape Verde, Ghana, Guinea, Mali, Niger, Nigeria, Senegal, Togo
ASIA	30	Commonwealth of Independent States (CIS)	Azerbaijan, Kazakhstan
		South Asia	Bangladesh, India, Pakistan, Sri Lanka
		South-Eastern Asia	Cambodia, Indonesia, Malaysia, Myanmar, Philippines, Singapore, Thailand, Vietnam
		Eastern Asia	China, Japan, Korea, Rep., Mongolia
		Middle East	Bahrain, Iran, Iraq, Israel, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, Turkey, United Arab Emirates (UAE), Yemen
AMERICA	15	Northern America	Canada, Mexico, United States of America (USA)
		Central America	Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua
		Southern America	Argentina, Bolivia, Brazil, Chile, Colombia, Paraguay, Peru
		Scandinavia	Denmark, Finland, Norway, Sweden
		South-Eastern Europe	Albania, Bulgaria, Croatia, Cyprus, Greece, Malta, Montenegro, Slovenia

EUROPE	34	Eastern Europe	Czech Republic, Hungary, Poland, Romania, Slovakia,
		Baltic States	Belarus, Estonia, Latvia, Lithuania, Russian Federation, Ukraine
		Southern Europe	Italy, Portugal, Spain
		Western Europe	Austria, Belgium, France, Germany, Ireland, Luxembourg, Netherlands, United Kingdom (UK)
OCEANIA	2	Australia, New Zealand	

Appendix III: Labour Rights Index and International Conventions

Indicators	Legal Basis
<i>Fair Wages</i>	Universal Declaration of Human Rights 1948; International Covenant on Economic, Social & Cultural Rights 1966; Minimum Wage Fixing Convention 1970 (No. 131); Protection of Wages Convention 1949 (No. 95); Social Policy (Basic Aims and Standards) Convention 1962 (No. 117); Night Work Convention, 1990 (No. 171)
<i>Decent Working Hours</i>	Universal Declaration of Human Rights 1948; Hours of Work (Industry) Convention 1919 (No. 1); Hours of Work (Commerce and Offices) Convention 1930 (No. 30); Forty-Hour Week Convention, 1935 (No. 47); Holidays with Pay Convention (Revised) 1970 (No. 132); Weekly Rest (Industry) Convention 1921; Weekly Rest (Commerce and Offices) Convention 1957; Working Conditions (Hotels and Restaurants) Convention 1991 (No. 172); ILO Utilisation of Spare Time Recommendation, 1924 (R21)
<i>Employment Security</i>	Private Employment Agencies Recommendation 1997 (No. 188); Termination of Employment Convention 1982 (No. 158)
<i>Family Responsibilities</i>	Workers with Family Responsibilities Convention, 1981 (No. 156); Workers with Family Responsibilities Recommendation, 1981 (No. 165); 2009 ILC Resolution Concerning Gender Equality at the Heart of Decent Work; Part-Time Work Convention, 1994 (No. 175)
<i>Maternity at Work</i>	Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1981; Maternity Protection Convention 2000 (No. 183); Maternity Protection Recommendation, 2000 (No. 191)
<i>Safe Work</i>	Social Security (Minimum Standards) Convention, 1952 (No. 102); Employment Injury Benefits Convention, 1964 (No. 121); Occupational Health and Safety Convention, 1981, (No.155); Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187); Maternity Protection Convention 2000 (No. 183); Labour Inspection Convention 1947 (No. 81); International Covenant on Economic, Social and Cultural Rights 1966
<i>Social Security</i>	Social Security (Minimum Standards) Convention 1952 (No. 102); Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128); Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168); Medical Care and Sickness Benefits Convention, 1969 (No. 130); Social Protection Floors Recommendation, 2012 (No. 202)

<i>Fair Treatment</i>	Universal Declaration of Human Rights 1948; Equal Remuneration Convention 1951 (No. 100); Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1981; Discrimination (Employment and Occupation) Convention, 1958 (No. 111); Convention on the Rights of Persons with Disabilities 2008; Violence and Harassment Convention, 2019 (No. 190)
<i>Child and Forced Labour</i>	Convention on Rights of Child, 1990; Minimum Age Convention 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182); Forced Labour Convention, 1930 (No. 29); Abolition of Forced Labour Convention, 1957 (No. 105); International Covenant on Civil and Political Rights, 1966
<i>Trade Union</i>	Universal Declaration of Human Rights 1948; International Covenant on Economic, Social and Cultural Rights 1966; International Covenant on Civil and Political Rights, 1966; Freedom of Association and Protection of the Right to Organise Convention 1948 (No. 87); Right to Organise and Collective Bargaining Convention 1949 (No. 98); Promotion of Collective Bargaining Convention, 1981 (No. 154)

Appendix IV: Definitions

- **Annual Leave:** Paid time off from work to which all employees are entitled during each working year.,
- **Child:** Any young person under 15 years of age (14 years in developing countries), or who is still subject to compulsory full-time schooling under national law.
- **Collective Agreement:** All agreements in writing regarding working conditions and terms of employment concluded between an employer, a group of employers or one or more employers' organisations, on the one hand, and one or more representative workers' organisations, or, in the absence of such organisations, the representatives of the workers duly elected and authorised by them in accordance with national laws and regulations, on the other. (Para. 2(1) of the R91)
- **Collective Bargaining:** A process of negotiation between unions and employers regarding the terms and conditions of employment of employees, and about the rights and responsibilities of trade unions.,
- **Compensation:** Compensation is a form of recompense, both in the form of monetary reparation or time-off, for those working “unsocial hours” i.e., those working overtime, at night, weekly rest days and public holidays.
- **Contributory Benefits System:** Benefits the grant of which depends on direct financial participation by the persons protected or their employer or on a qualifying period of occupational activity. (Art. 1(j) of the C128),
- **De jure:** All such practices and actions which are legally recognised, irrespective of whether they exist in practice. De jure (based on law) is used in contrast to de facto (in practice).
- **Discrimination:** Any distinction, exclusion or preference based on race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership that has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.
- **Employment Segregation:** The concentration of women and men in different types and levels of activity and employment, with women being confined to a narrower range of occupations than men (horizontal segregation), and to lower grades of work (vertical segregation).
- **Equal remuneration for work of equal value:** Rates of remuneration which are established without discrimination based on sex.
- **Essential services:** Services, the interruption of which may endanger the life, personal safety or health of the whole or part of the population. However, the concept is not absolute. A non-essential service may become essential if a strike lasts beyond a certain time or extends beyond a certain scope. The following may be considered to be essential services in the strict sense of the term: the hospital sector; electricity services; water supply services; the telephone service; the police and the armed forces; the firefighting services; the public or private prison services; the provision of food to pupils of school age and the cleaning of schools; air traffic control. (ILO CFA Digest of decisions and principles, Para. 840)
- **Fixed-term Contract:** An employment contract entered into directly between an employer and a worker, where the end of the employment contract or relationship is determined by objective conditions such as reaching a specific date, completing a specific task, or the occurrence of a specific event.
- **Forced Labour:** All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. Exceptions include compulsory military service; certain civic obligations; prison labour; work exacted in cases of emergency; and minor communal services.
- **Gig Economy:** The gig economy is a combination of online/digital marketplaces for engaging individuals for short-term tasks. These mini marketplaces are also referred to as digital labour platforms. The platform economy distinguishes between two major forms of work: crowd work and work on demand via apps. Crowd work is performed online and is location-independent. ‘Work on demand via apps’, on the other hand, matches the worker and the client digitally and the work is performed locally. Activities include transportation, food delivery and home services.

- **Fundamental workers' rights:** Freedom of association and the effective recognition of the right to collective bargaining, freedom from forced labour, child labour and discrimination.
- **Invalidity Benefit:** Cash payments on account of complete or partial inability to participate gainfully in the labour market due to disability. The invalidity may be congenital, or be the result of an accident or illness during the victim's lifetime. Invalidity is also referred to as disability.
- **Light Work:** All work that is not likely to be harmful to the safety, health or development of children on account of the inherent nature of the tasks involved and the particular conditions under which they are performed.
- **Living Wage:** The level of wages sufficient to meet the basic living needs of an average-sized family in a particular economy.
- **Maternity Leave:** Leave to which a woman is entitled for a continuous period, allocated before and/or after giving birth in accordance with national legislation and practice.
- **Minimum Wage:** A wage level, defined in law or agreement, which is the lowest possible rate an employer is permitted to pay.
- **Night Time:** Any period of not less than seven hours, as defined by national law, and which must include in any case the period between midnight and 5 a.m.
- **Night Worker:** A worker who works at least three hours of his/her daily working time during night time as a normal course.
- **Overtime:** The working hours of a worker in excess of the standard established by law, a collective bargaining agreement, an individual employment contract or company policy. Such hours are generally paid for at "penalty" or overtime rates.
- **Occupational Accident:** An Occupational accident is an unexpected and unplanned occurrence, including acts of violence, arising out of or in connection with work which results in one or more workers incurring a personal injury, disease or death. The occupational accidents are to be considered as travel, transport or road traffic accidents in which workers are injured and which arise out of or in the course of work, i.e. while engaged in economic activity, or at work, or carrying on the business of the employer.
- **Parental Leave:** The individual right to leave, in principle on a non-transferable basis, for all male and female workers following the birth or adoption of a child, to enable them to take care of that child. There is usually a fixed amount of leave or fixed amounts of time in any year or period of years that may be taken for reasons concerning care responsibilities.
- **Part-time Work:** Work arrangement implying working hours that are shorter than normal or standard full-time hours.
- **Paternity Leave:** Employment-protected leave of absence for employed fathers at or in the first few months after childbirth.
- **Permanent worker:** A worker with an employment contract or relationship of an indefinite duration.,
- **Probationary Period:** A fixed-length monitoring period allowed by law for new employees to determine whether they have the skills and abilities needed to perform the assignment in their employment contract.
- **Remuneration:** Ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment.
- **Sexual Harassment Sanctions:** Legislation may provide for civil remedies and/or criminal penalties. The aim of civil remedies is to restore the victim to the position they were in before the sexual harassment occurred. These include recovery of monetary or emotional damages or compensation to the victims even after they have left employment. Criminal penalties penalise the perpetrator of harassment for committing sexual harassment. These include monetary fines and imprisonment.
- **Severance Payment:** The final payment made to a worker when his/her employment is terminated.
- **Social protection:** Used interchangeably with 'social security', it is the set of policies and programmes designed to reduce and prevent poverty, vulnerability and social exclusion throughout the life cycle. It includes nine main areas, as identified in C102: child and family benefits, maternity

protection, unemployment support, employment injury benefits, sickness benefits, health protection (medical care), old-age benefits, invalidity/disability benefits, and survivors' benefits. Social protection systems address all these policy areas by a mix of contributory schemes (social insurance) and non-contributory tax-financed benefits (including social assistance).

- **Strike:** A concerted temporary stoppage of or withdrawal from work by a group of workers of an establishment or several establishments to express a concern or to enforce demands affecting wages, working hours and/or working conditions.,
- **Violence and Harassment:** A range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm.
- **Gender-based Violence and Harassment:** Violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment.
- **Trade Union:** An association of workers organised to project and promote their common interests.,
- **Wage:** The payment in exchange for labour provided under a contract of employment. Wages are calculated according to time-rate or piece-rate systems. The gross wage is the wage before deduction of taxes and other authorised deductions.
- **Work Injury Benefit:** Cash payments on account of complete or partial inability to participate gainfully in the labour market due to disability or fatality caused by an occupational accident.

References

1. Anner, M., Kucera, D., & Sari, D. (2017). Labour rights indicators: a new resource for better understanding of labour rights in the world. *Global Labour Column*.
2. Botero, J., Djankov, S., La Porta, R., Lopez-de-Silanes, F., & Shleifer, A. (2004). The regulation of labour. *Quarterly Journal of Economics*, 1339-1382.
3. Center for Global Workers' Rights. (2020). *Labour Rights Indicators*. Retrieved from Penn State University: <http://labour-rights-indicators.la.psu.edu/>
4. Diane F. Frey, G. M. (2016). A Human Rights Lens on Full Employment and Decent Work in the 2030 Sustainable Development Agenda. *SAGE*.
5. Frey, D. F., & MacNaughton, G. (2016). A Human Rights Lens on Full Employment and Decent Work in the 2030 Sustainable Development Agenda. *SAGE*.
6. Hawkins, A. J. (2020, May). *UBER AND LYFT'S FRAGMENTED FUTURE CAN BE GLIMPSED IN CALIFORNIA'S DRIVER CLASSIFICATION LAWSUIT*. Retrieved from THE VERGE: <https://www.theverge.com/2020/5/7/21250955/uber-ab5-california-lawsuit-driver-misclassification-future-ny-nj-analysis>
7. Heymann, J., & Earle, A. (2009). *Raising the global floor: dismantling the myth that we can't afford good working conditions for everyone*. Stanford University Press.
8. ILO. (2008). *ILO Declaration on Social Justice for a Fair Globalization*. Geneva: International Labour Organization. Retrieved from https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/genericdocument/wcms_371208.pdf
9. ILO. (2013, April 3). *Labour inspection country profiles*. Retrieved from International Labour Organization: http://ilo.org/labadmin/info/WCMS_DOC_LAB_INF_CTR_EN/lang--en/index.htm
10. ILO. (2018, April 30). *More than 60 per cent of the world's employed population are in the informal economy*. Retrieved from International Labour Organization: https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_627189/lang--en/index.htm
11. ILO. (2020). *Decent work indicators*. Retrieved from International Labour Organization: https://www.ilo.org/integration/themes/mdw/WCMS_189392/lang--en/index.htm
12. ILO. (2020). Retrieved from Employment Protection Legislation Database (EPLex): https://eplex.ilo.org/?p_lang=en%29
13. ILO. (2020). *Global Database on Occupational Safety and Health Legislation*. Retrieved from International Labour Organization: <https://www.ilo.org/dyn/legosh/en/f?p=14100:1:0::NO:>

14. ILO. (2020, July 1-9). *ILO Global Summit on COVID-19 and the World of Work - Building a better future of work*. Retrieved from International Labour Organization: https://www.ilo.org/global/topics/coronavirus/events/WCMS_747476/lang--en/index.htm
15. ILO. (2020). *Legal Database on Industrial Relations*. Retrieved from International Labour Organization: <https://www.ilo.org/dyn/irlex/en/f?p=14100:1:0::NO>
16. ILO. (2020). *Working Conditions Laws Database*. Retrieved from International Labour Organization: <https://www.ilo.org/dyn/travail/travmain.home>
17. ILO. (2010). *World Social Security Report 2010/11: Providing coverage in times of crisis and beyond*. Geneva: International Labour Organization. Retrieved from International Labour Organization: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_146566.pdf
18. ITUC. (2020). *ITUC Global Rights Index*. Retrieved from ITUC CSI IGB: <https://survey.ituc-csi.org/ITUC-Global-Rights-Index.html?lang=es>
19. *Millennium Development Goals in Latin America and the Caribbean*. (2020). Retrieved from Economic Commission for Latin America and the Caribbean (ECLAC): <https://www.cepal.org/cgibin/getProd.asp?xml=/mdg/noticias/paginas/7/35557/P35557.xml&xsl=/mdg/tpl/p18f-st.xsl&base=/mdg/tpl-i/top-bottom.xsl>
20. Miller, T., Kim, A. B., & Robert, J. M. (2020). *2020 Index of Economic Freedom*. The Heritage Foundation.
21. OECD. (2020). *OECD Indicators of Employment Protection*. Retrieved from OECD: <https://www.oecd.org/employment/emp/oecdindicatorsofemploymentprotection.htm>
22. Social Security Administration. (2020). *Research, Statistics & Policy Analysis: Social Security Programs Throughout the World*. Retrieved from Social Security Administration: <https://www.ssa.gov/policy/docs/progdesc/ssptw/index.html>
23. The National Bureau of Economic Research. (2020). *The 2004 Global Labor Survey: Workplace Institutions and Practices Around the World*. Retrieved from The National Bureau of Economic Research: <https://www.nber.org/papers/w11598>
24. United Nations. (2014). *The Road to Dignity by 2030: Ending Poverty, Transforming All Lives and Protecting the Planet*. New York.
25. United Nations. (2017). Work of the Statistical Commission pertaining to the 2030 Agenda for Sustainable Development. *Resolution adopted by the General Assembly on 6 July 2017*, (pp. 1-25).
26. United Nations. (2020). *Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all*. Retrieved from Department of Economic and Social Affairs: <https://sdgs.un.org/goals/goal8>

27. University of Cambridge. (2020). *Apollo: CBR Leximetric Datasets*. Retrieved from University of Cambridge: <https://www.repository.cam.ac.uk/handle/1810/256566>
28. World Bank. (2004). *Doing Business in 2004: Understanding Regulation*. Washington D.C.: World Bank; The International Finance Corporation; Oxford University Press. Retrieved from <https://www.doingbusiness.org/content/dam/doingBusiness/media/Annual-Reports/English/DB04-FullReport.pdf>
29. World Bank. (2016). *Doing Business 2016: Measuring Regulatory Quality and Efficiency*. Washington D.C.: World Bank. doi:10.1596/978-1-4648-0667-4
30. World Bank. (2019). *WOMEN, BUSINESS AND THE LAW 2019*. Washington D.C.: World Bank. Retrieved from <https://openknowledge.worldbank.org/bitstream/handle/10986/31327/WBL2019.pdf?sequence=4&isAllowed=y>
31. World Bank. (2020). *Doing Business 2020: Comparing Business Regulation in 190 Economies*. Washington D.C.: World Bank. DOI:10.1596/978-1-4648-1440-2.
32. World Economic Forum. (2016). *The Global Competitiveness Report 2016-2017*. Geneva: World Economic Forum. Retrieved from http://www3.weforum.org/docs/GCR2016-2017/05FullReport/TheGlobalCompetitivenessReport2016-2017_FINAL.pdf
33. Yang, L. (2014). *An Inventory of Composite Measures of Human Progress*. United Nations Development Programme Human Development Report Office.

Country Profiles