

OUR WORK

BUILDING TRANSPARENT AND INCLUSIVE LABOUR MARKETS THROUGH MASS AWARENESS

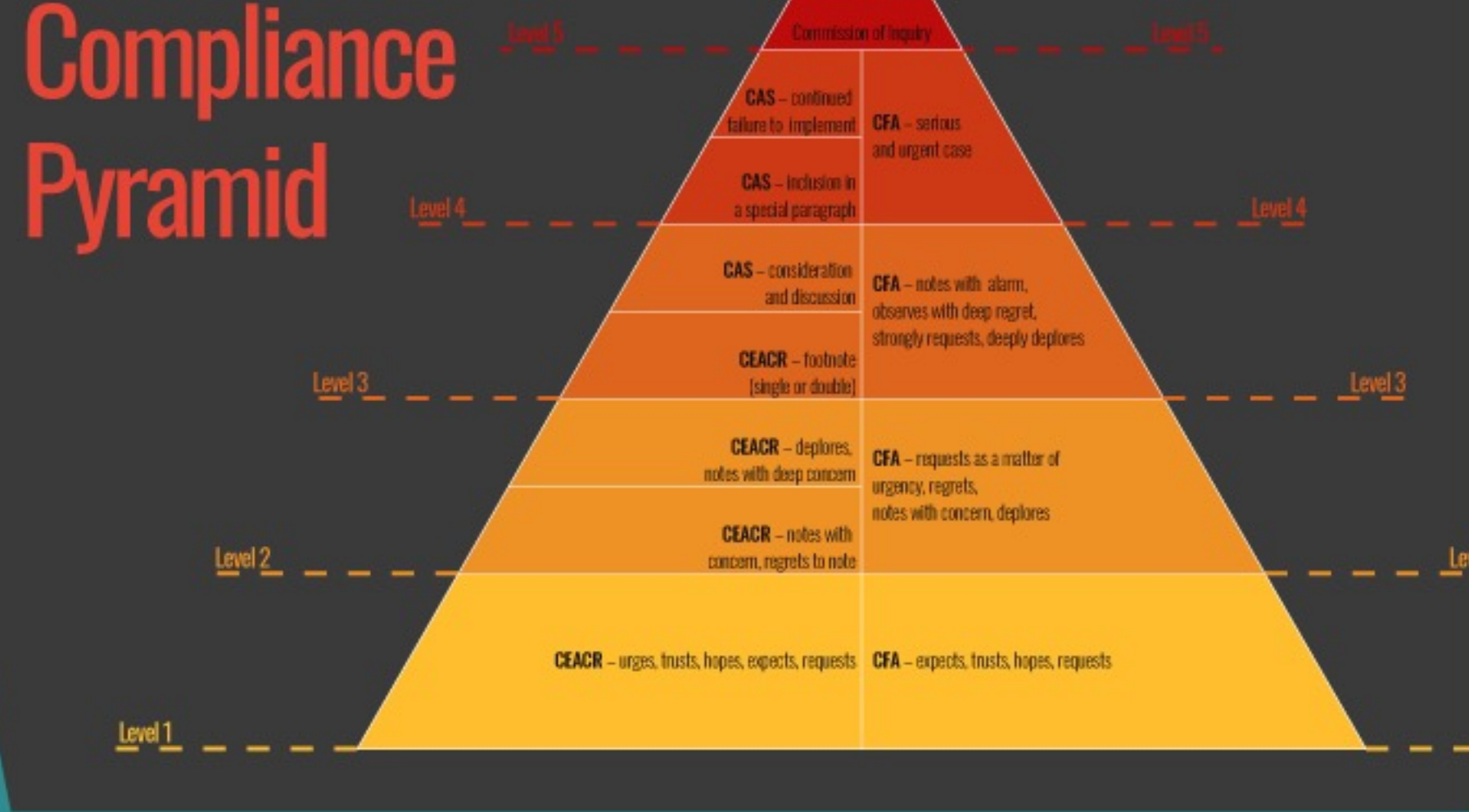
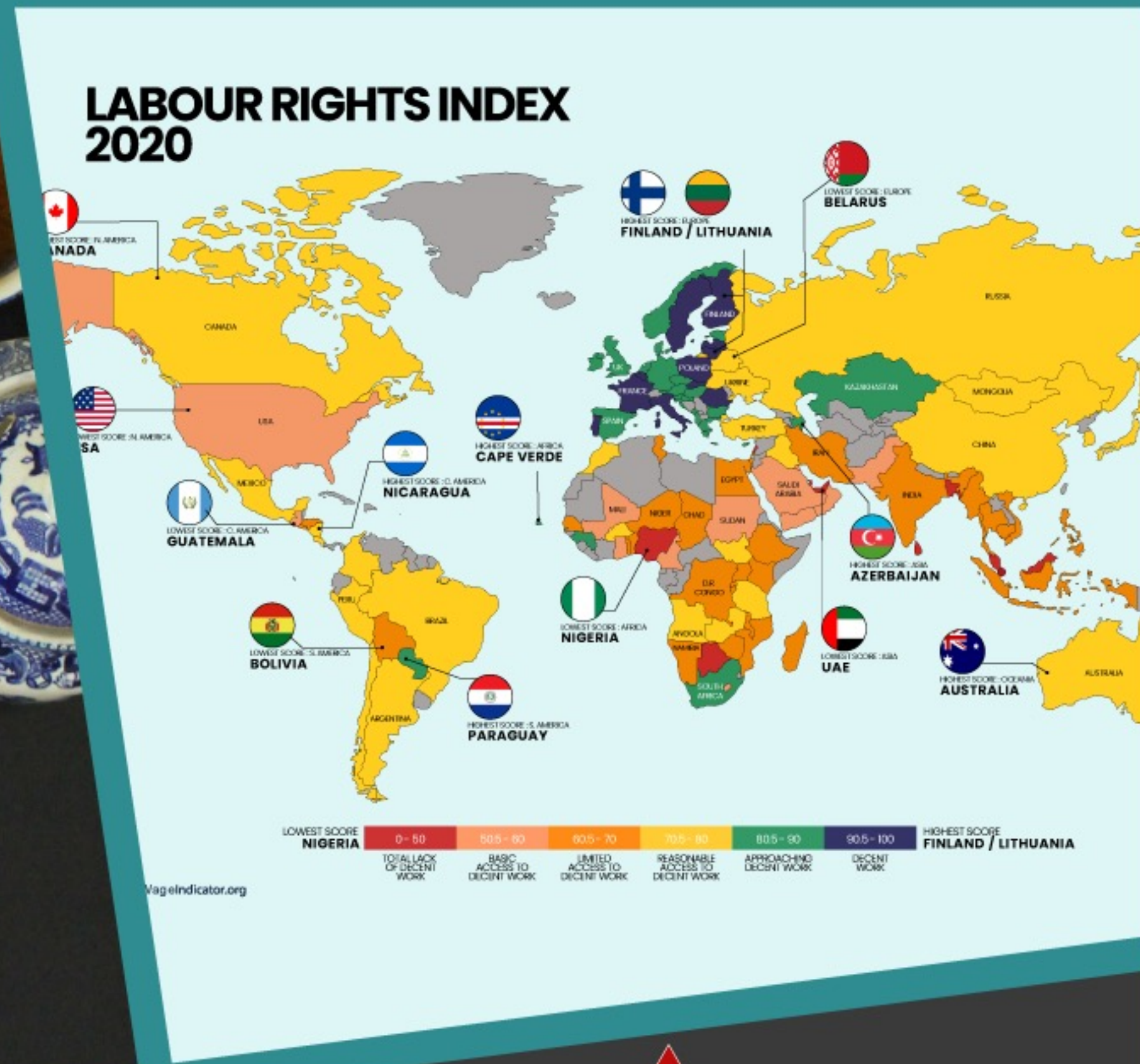
**IFTIKHAR AHMAD – LABOUR LAW EXPERT, WAGEINDICATOR FOUNDATION
/FOUNDER, CENTRE FOR LABOUR RESEARCH (WAGEINDICATOR LABOUR LAW OFFICE)**

SHANZA SOHAIL – RESEARCH ASSOCIATE, CENTRE FOR LABOUR RESEARCH (WAGEINDICATOR LABOUR LAW OFFICE)

FRIDAY, 29 APRIL 2022



OUR WORK



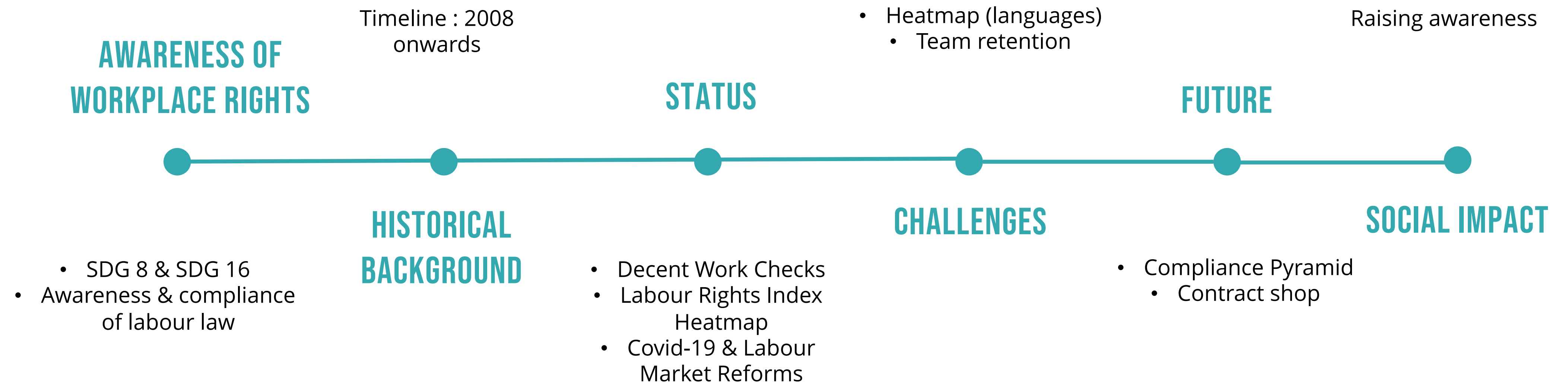
WageIndicator.org



Centre for Labour Research

INTRODUCTION

DISCUSSION CONTENT



**WHY RAISE AWARENESS ON
WORKPLACE RIGHTS?**

RAISING AWARENESS ON WORKPLACE RIGHTS

SDG 8 & SDG 16

- Goal 8 refers to “full and productive employment and decent work for all”.
- However, decent work for all cannot be achieved...
- ✓ Unless legislation enacted is in line with the International Labour Standards and,
- ✓ There is awareness-raising among workers of their statutory rights.
- Similarly, Goal 16 refers to strong and inclusive institutions as well as the rule of law under its various targets.

RAISING AWARENESS ON WORKPLACE RIGHTS

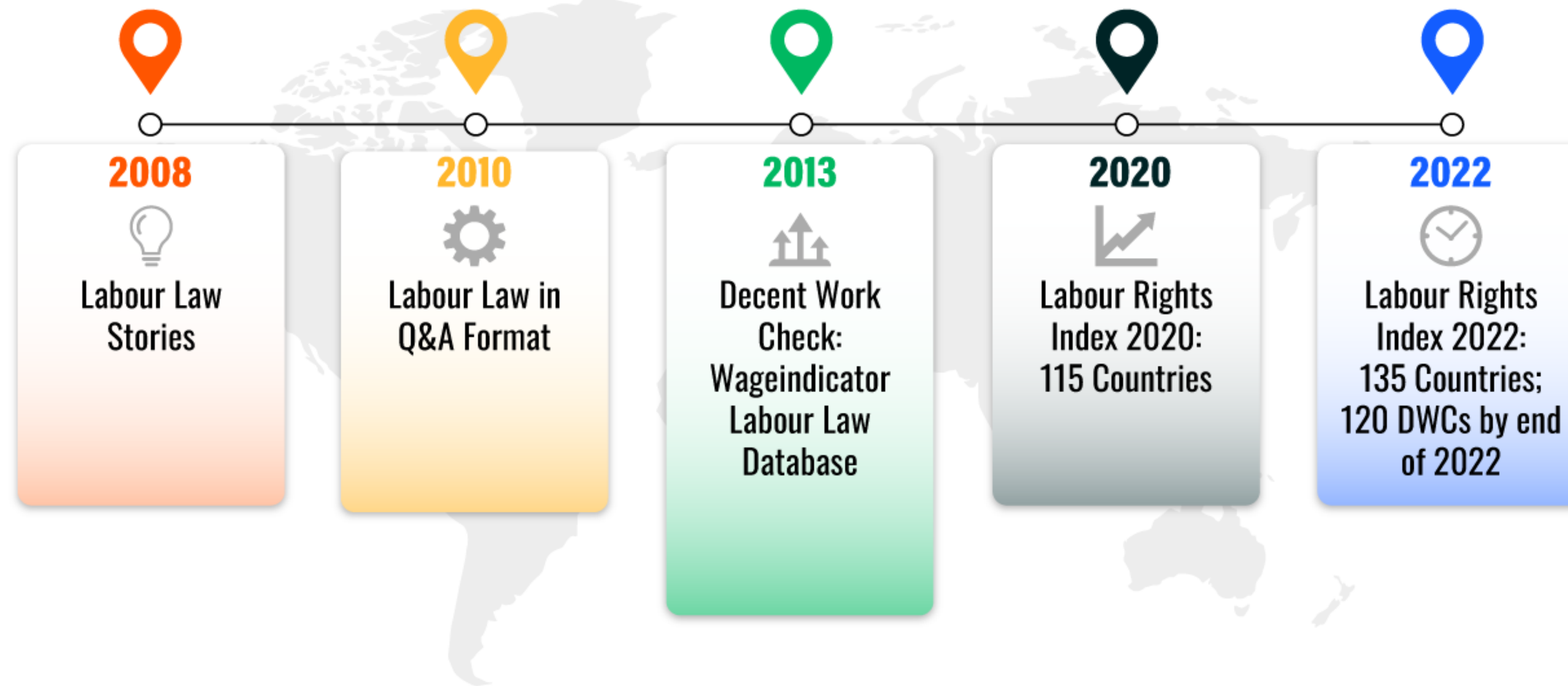
AWARENESS & COMPLIANCE OF LABOUR LAW

- Economic data vs information on labour rights
- Worker's awareness is strongly associated with better working conditions.
- Enforcement can be increased by a vibrant labour inspection system and the strong trade union movement in the country.
- low collective representation of workers, and labour inspection systems are budget-strapped and understaffed.
- In this situation, workers' rights can be better enforced through a **bottom-up approach** – based on individual awareness of their rights and subsequent complaints. However, this approach requires the dissemination of legal knowledge among workers.

HISTORICAL BACKGROUND OF OUR WORK

HISTORICAL BACKGROUND

TIMELINE



CURRENT STATUS OF OUR WORK

STATUS

OUR WORK

DECENT WORK CHECKS

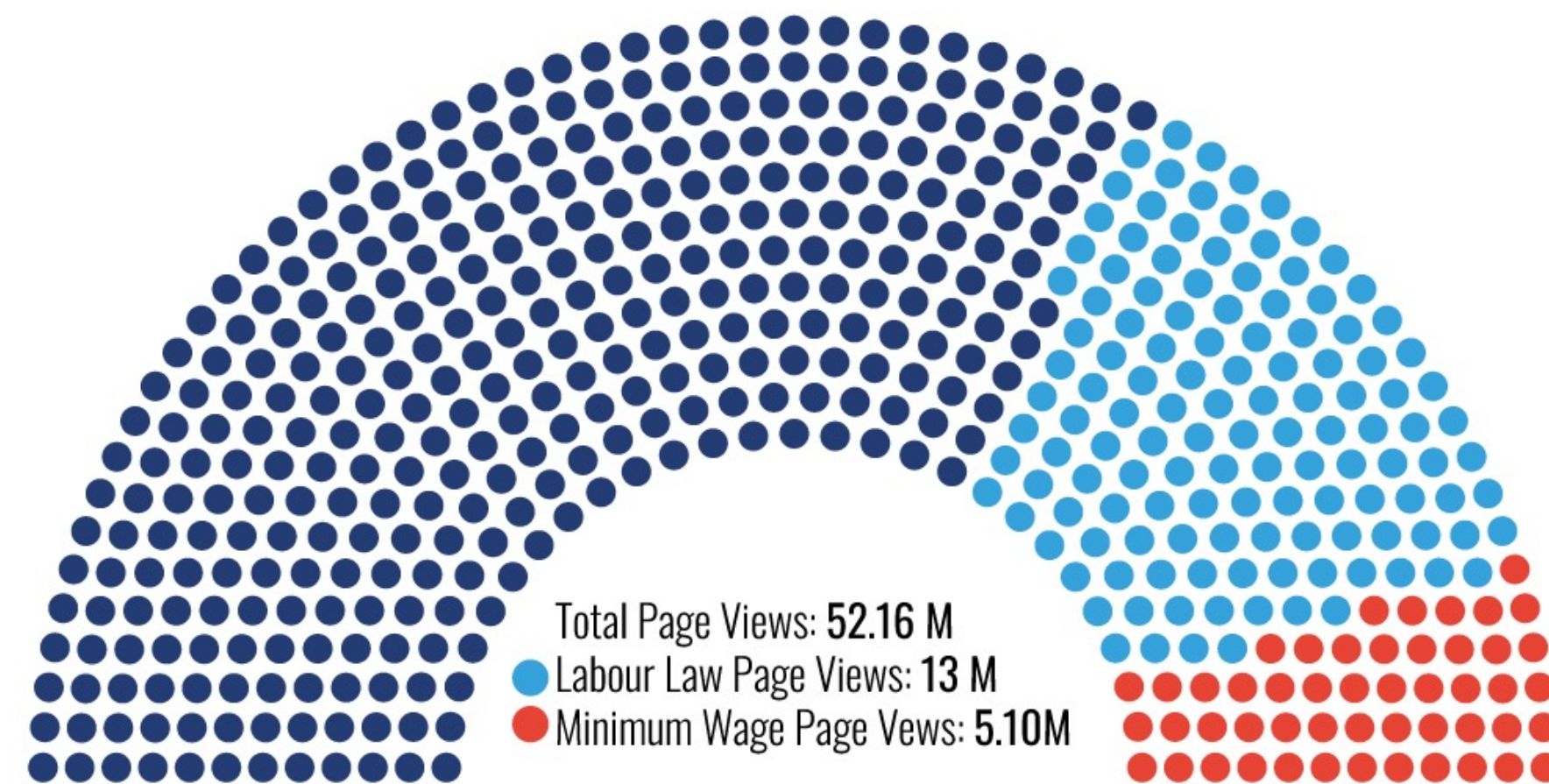
LABOUR RIGHTS INDEX

**COVID-19 & LABOUR
MARKET REFORMS**

STATUS

DECENT WORK CHECKS & LABOUR LAW PAGES

- Currently, there are **110 Decent Work Checks** available.
- ✓ These country DWCs have been translated to **more than 40 local languages**.
- ✓ The labour rights information is available in the form of labour law pages (country websites) and comprehensive country guides in pdf format.
- Since 2015, labour law pages are the most visited pages on WageIndicator websites.
- ✓ 2021 data for 124 countries (including WageIndicator global website) indicates that of the **52.16 million page views** on WageIndicator country websites, **13 million (24%) are for labour law**.
- ✓ If minimum wage views are also added to it, these views **increase to 18.09 million**, which translates into **34.69% of the overall views**.



WageIndicator Website Views

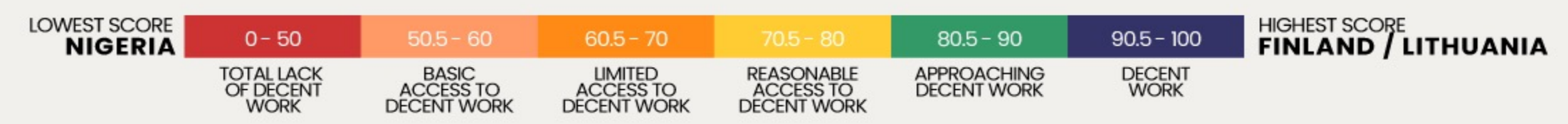
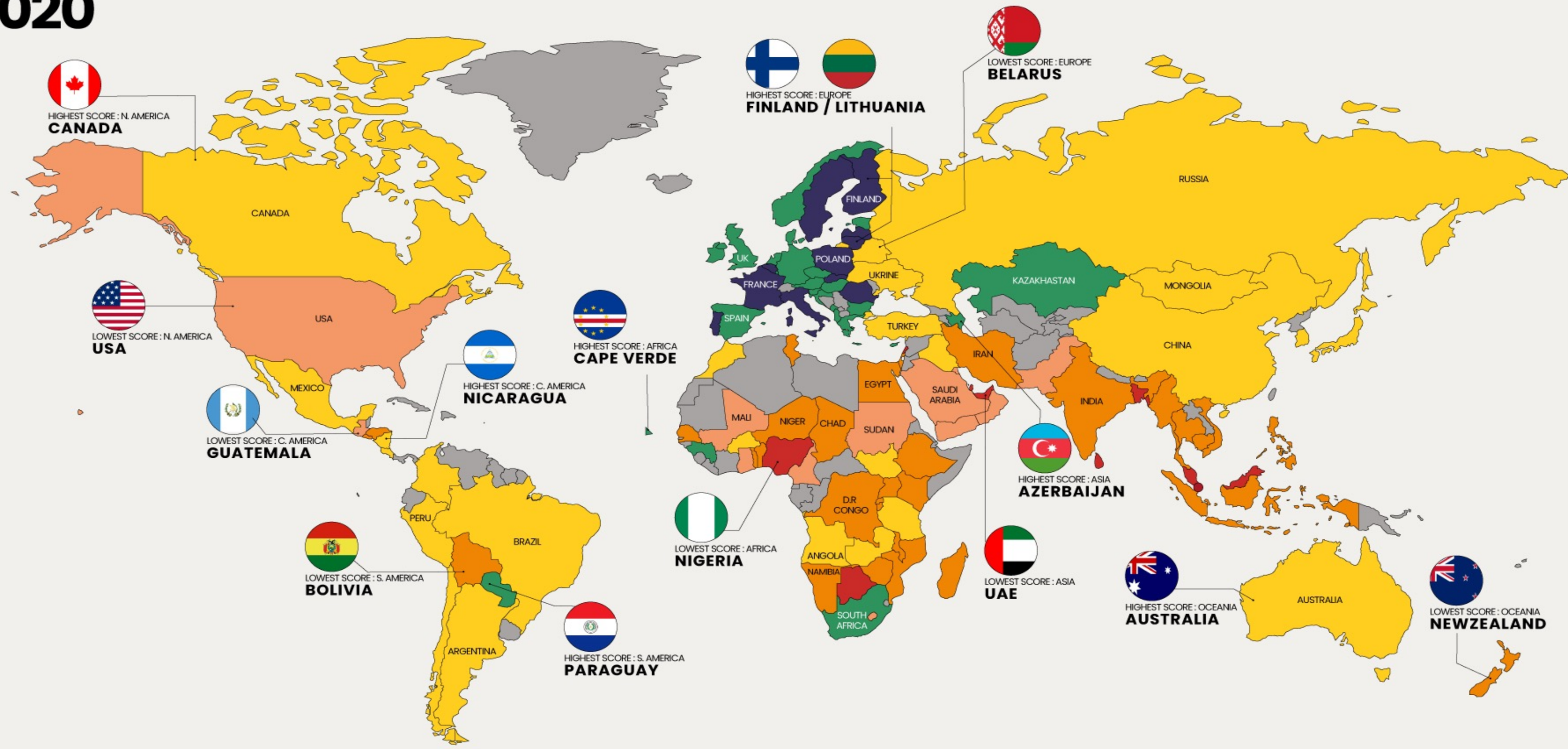
STATUS

LABOUR RIGHTS INDEX 2020 – THE MOST COMPREHENSIVE DE JURE INDEX ON LABOUR RIGHTS

- In 2020, the Labour Rights Index was launched. Is based on more than a decade of research by the WageIndicator Foundation and the Centre for Labour Research.
- The Index is grounded in the Decent Work Checks and labour law pages, available on 106 WageIndicator country websites.
- Launched on 30 September 2020, the Labour Rights Index is a comparative tool, an international standard that allows comparing labour legislation worldwide. It helps its users navigate the labour markets of 115 countries. The labour market regulation affecting around 80% of the 3.5 billion global labour force has been analysed and scored under the Index.
- The Labour Rights Index 2020 looks at every aspect of the working lifespan of a worker and identifies the presence of labour rights, or the lack thereof, in national legal systems worldwide.
- The 10 indicators and 46 evaluation criteria are based on substantive elements of the Decent Work Agenda and are grounded in UDHR, five UN Conventions, five ILO Declarations, 35 ILO Conventions, and four ILO Recommendations. The Index provides an overall score for each of the 115 countries covered.
- Labour Rights Index 2020 is a de jure index, and it measures the presence or absence of relevant legislation only. It recognises the existence of implementation gaps in legislative provisions since well-drafted and inclusive laws are still a precondition for attaining decent work.
- Detailed information is available on the official Labour Rights Index website (<https://labourrightsindex.org/>) as well as the WageIndicator website (<https://wageindicator.org/>).

LABOUR RIGHTS INDEX 2020 HEATMAP

LABOUR RIGHTS INDEX 2020



STATUS

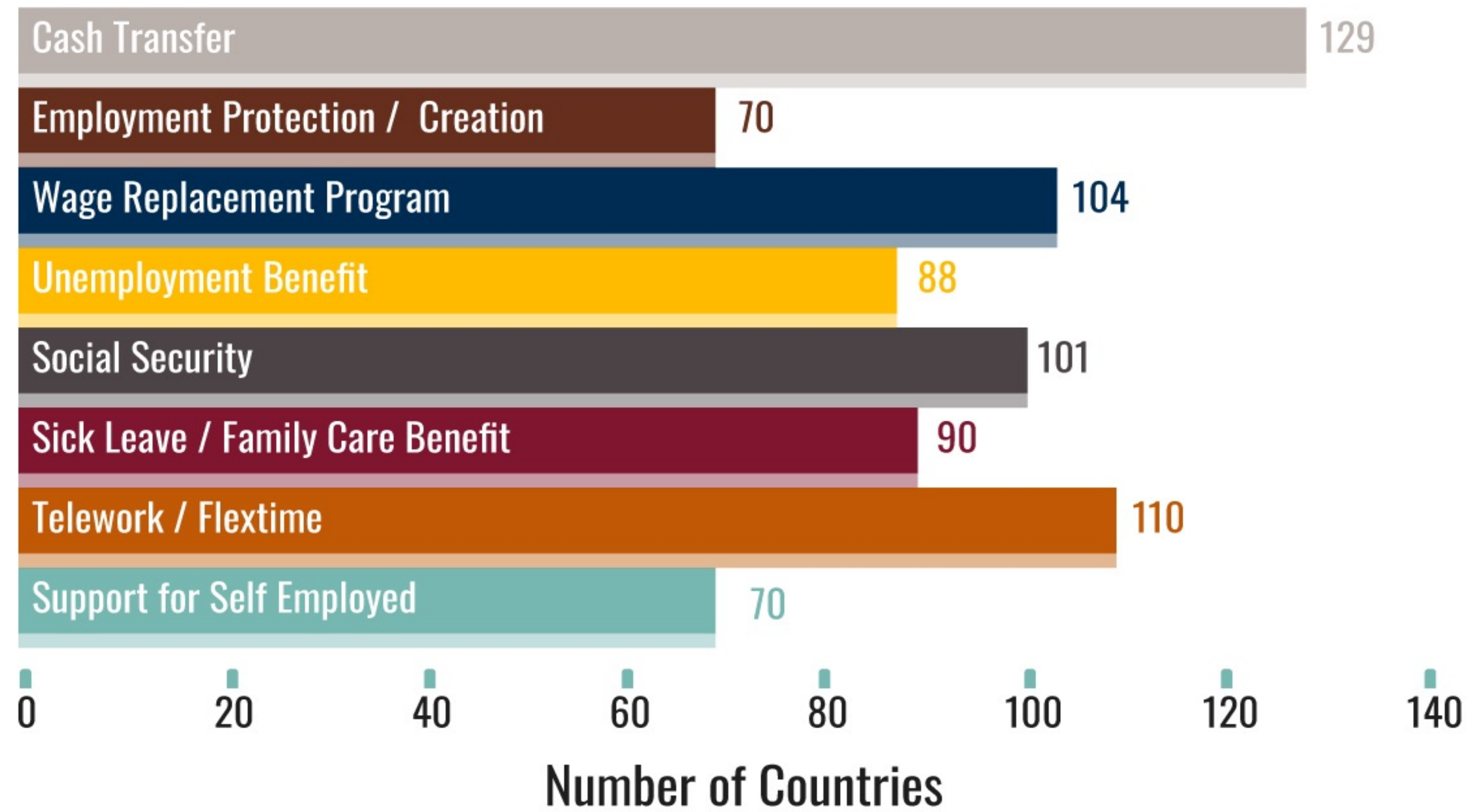
LABOUR RIGHTS INDEX 2022

- The second version of the Labour Rights Index is to be launched in September this year. Labour Rights Index 2022 will include any **legal updates** from the last two years, i.e., 2020 and 2021, that may change scores under any of the 10 decent work indicators for each of the 115 countries.
- The 2022 edition of the Index will analyse labour legislation as applicable on **1 January 2022**.
- Planned to extend the coverage to **135 countries**; therefore, we will be scoring an additional 20 countries. These mainly include countries from Central Asia, North Africa and South America.
- In addition, we will review **sectoral collective agreements** (for sectors with the highest share of employment) for countries that have a strong collective bargaining coverage, mainly in Europe, irrespective of whether minimum wages in such countries are set through collective bargaining.
- As our country profiles have contextual information in the form of Quick Facts, we are also looking (and have gathered data) to include **Trade Union Density, Collective Bargaining Coverage, Female Labour Force Participation Rate, Labour Force Participation Rate, and Labour Inspectors (per 10,000 workers)** under Quick Facts for each country in the upcoming version of the Labour Rights Index.
- Finally, the official Labour Rights Index website will be updated as well. We will be providing the **legal basis** (in the country profiles as well) for each score by adding for each country the answers to all the questions and the legislative source for each answer.
- Will be added as **Indicators / Answers / Legal Basis** for each component for every country in the Labour Rights Index 2022. Since the Index is based on Decent Work Checks (DWCs) - based on labour law - the relevant links will also be shared on the Labour Rights Index website (<https://labourrightsindex.org/>) for ease of access.

STATUS

COVID-19 & LABOUR MARKET REFORMS

During COVID, the Labour Law team at WageIndicator/Centre for Labour Research created a comprehensive repository of labour market reforms initiated by countries to deal with the labour market crisis.



CHALLENGES IN OUR WORK

CHALLENGES

LANGUAGES & TEAM RETENTION

- Not an easy task to extract labour rights information from thousands of pages of labour legislation (including rules and regulations), especially when the legislation is available in **languages other than English**.
- In the 135 countries of Labour Rights Index, only 33 have English as the official language, 18 have French as the official language, 17 have Arabic as the official language, 15 have Spanish as the official language, five have Portuguese as the official language, four have Russian as the official language, and China is the only country with Chinese as the official language. These are 93 countries.
- The remaining 42 countries have national languages, and most of the time, the legislation is available only in the national language.
- Country teams have been helpful in locating legislation and translating the DWC text for creating and populating labour law pages, yet the first responsibility lies on the Labour Law team to create the DWCs in English and deal with different languages. Annual DWC updates for DWCs are a task on their own.
- It is a significant challenge to keep all text up to date for all these countries as there are always reforms happening on some topics in each country. Not each reform may lead to a score change. However, this decision can be made only once all these reforms have been checked and compared with our scoring criteria.
- Similarly, it is a **challenge to maintain a team** that is interested in working on labour legislation all the time.
- Research in the field of labour law is a niche and is not prevalent, therefore many qualified and capable graduates do not consider it as a career-making path.

LABOUR RIGHTS INDEX HEATMAP

OFFICIAL LANGUAGES AND LABOUR RIGHTS INDEX



LANGUAGE | POPULATION



The Labour Rights Index 2022 shall cover 135 countries, with a total population of 7.5 billion persons.
There are 42 National official languages where legislation is available only in the national official language of the country.

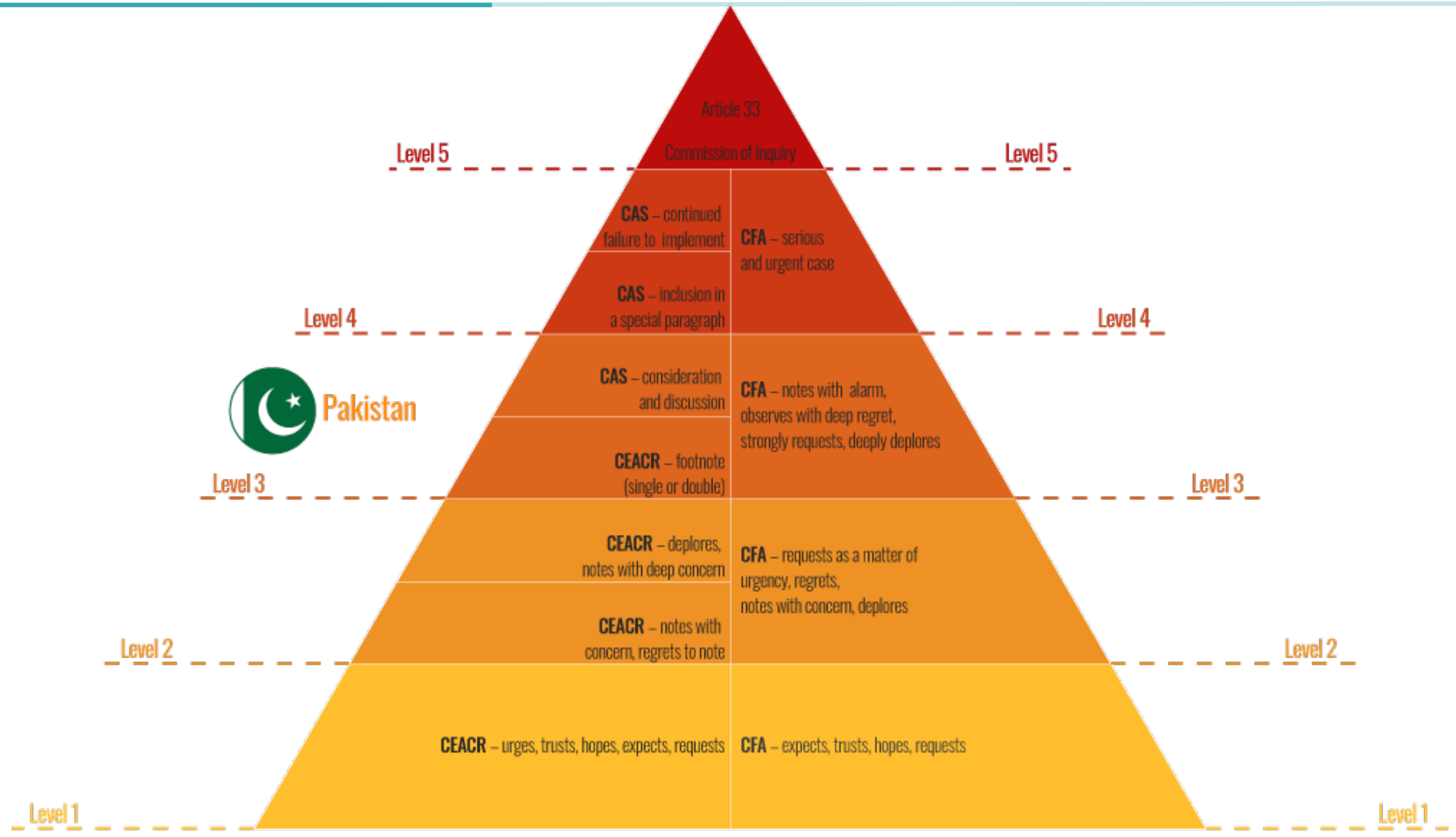
FUTURE OF OUR WORK

FUTURE

COMPLIANCE PYRAMID & CONTRACT SHOP

- Our aim is to increase the Decent Work Checks and labour law pages to 150 countries by 2025.
- We also plan to launch the third edition of the Index in September 2025 with 150 countries.
- Regional indices can also be launched in the coming years.
- Although it is very difficult to collect data on defacto labour rights involving such a comprehensive list of indicators and components, we do plan to introduce some data on the implementation of labour standards. This is to be in the form of a **Compliance Pyramid** which would be based on CEACR assessments for fundamental conventions (eight core labour standards) and governance conventions (C81 and C144). However, we do not intend to include it in the scoring and rating of the countries at this stage.
- We also plan to collaborate with academic researchers in the field of comparative labour law in order to develop a system to check compliance with national regulations.
- Other than these initiatives, we plan to work on a **contract shop** that provides basic employment contracts in each country.
- These sample contracts can be used by small and micro employers to conclude employment contracts with workers.
- This will help employers provide workers with written employment contracts in line with the provisions of local labour legislation and will lead to increased compliance in the country.

COMPLIANCE PYRAMID FOR PAKISTAN



**DO WE HAVE A
SOCIAL IMPACT?**

SOCIAL IMPACT OF OUR WORK

RAISING AWARENESS

- Considering the number of page views/visits on WageIndicator websites, it is safe to claim that our work has contributed to raising awareness among the masses on workplace rights in WageIndicator countries.
- Through the legal help desk, country teams have responded to hundreds of questions and guided workers and small/micro employers in complying with the labour legislation.
- A race to the bottom in working conditions in developing countries being highlighted, however there are governments enacting legislation on uncharted areas like non-discrimination, sexual harassment at work, and various kinds of leave related to childbirth.
- In a small way, we have contributed toward transparent labour markets by increasing awareness of labour rights among all the stakeholders.

THANK YOU