

LABOUR LAW DATABASE

Codebook and
explanatory note

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WageIndicator Foundation



WageIndicator Foundation - www.wageindicator.org

WageIndicator Foundation (Amsterdam) collects, compares and shares labour market information through online and offline surveys and research. Its national websites serve as always up-to-date online libraries featuring (living) wage information, labour law and career advice, for employees, employers and social partners. In this way, WageIndicator is a life changer for millions of people around the world.

Centre for Labour Research (Pakistan) is the WageIndicator Labour Law office, based in Islamabad, Pakistan.

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Bibliographical information

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Data archive

The dataset is available at Zenodo, code 10.5281/zenodo.12622552

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1. INTRODUCING THE WAGEINDICATOR LABOUR LAW DATABASE

The WageIndicator Labour Law Database aims to collect information about national Labour Law. The database is used to publish relevant clauses with information about the national Labour Law on the national WageIndicator websites and on the home page of WageIndicator¹.

All Labour Law clauses in the database are also coded, according to a coding scheme, as presented in this codebook. These codes support the generation of the biennial Labour Rights Index for all countries in the database². The Index is a de jure index that measures major aspects of employment regulation affecting a worker during the employment life cycle. 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 Law database is used for the Decent Work Check, a tried and tested WageIndicator product. Created together with trade unions and employers organisations and WageIndicator teams. The Decent Work Check is used as an offline tool - in print. The check works as an awareness tool and a quick check of your labour law knowledge. The Decent Work Check is seen as an eyeopener for workers, trade unionists, employers and

even labour inspectors. The data collection started in 2013 with 16 countries, and gradually more countries were added. As of today, the WageIndicator Labour Law Database holds detailed country profiles for 118 countries. More countries are scheduled for the years to come.³ Each year, the national labour laws are checked for updates. In addition, the database is also used to generate Decent Work Surveys, whereby workers are informed about the compliance of their job with the Labour Law. These Surveys are currently running in Bangladesh⁴, Ethiopia⁵, and Indonesia⁶.

The data collection method is through desk research, which is possible because all national laws can be accessed through the Internet. The database is based on more than 13 years of research by WageIndicator Foundation (Netherlands) and its labour law office, i.e., the Centre for Labour Research (Pakistan). More than 30 WageIndicator team members have contributed to the Index by providing relevant data informing various indicators under the Index.

The WageIndicator Labour Law Database includes coded labour law data for all countries with a Decent Work Check⁷ plus for countries that are scheduled to be included for the Decent Work Check tool. The codes for the Decent Work Check countries are double checked, which is not yet the case for the

1. <https://wageindicator.org/labour-laws/labour-law-around-the-world/national-labour-law-information>

2. <https://labourrightsindex.org/>

3. <https://wageindicator.org/labour-laws/labour-law-around-the-world/decent-work-check>

4. <https://wageindicator.org/about/projects/multi-actor-partnership-for-improved-due-diligence-implementation-in-the-textile-sector-via-worker-and-community-based-monitoring>

5. <https://wageindicator.org/about/projects/living-wages-in-flowers-garment-leather-in-ethiopia-phase-iii>

6. <https://wageindicator.org/about/projects/makin-terang-improving-work-and-worker-representation-in-indonesia>

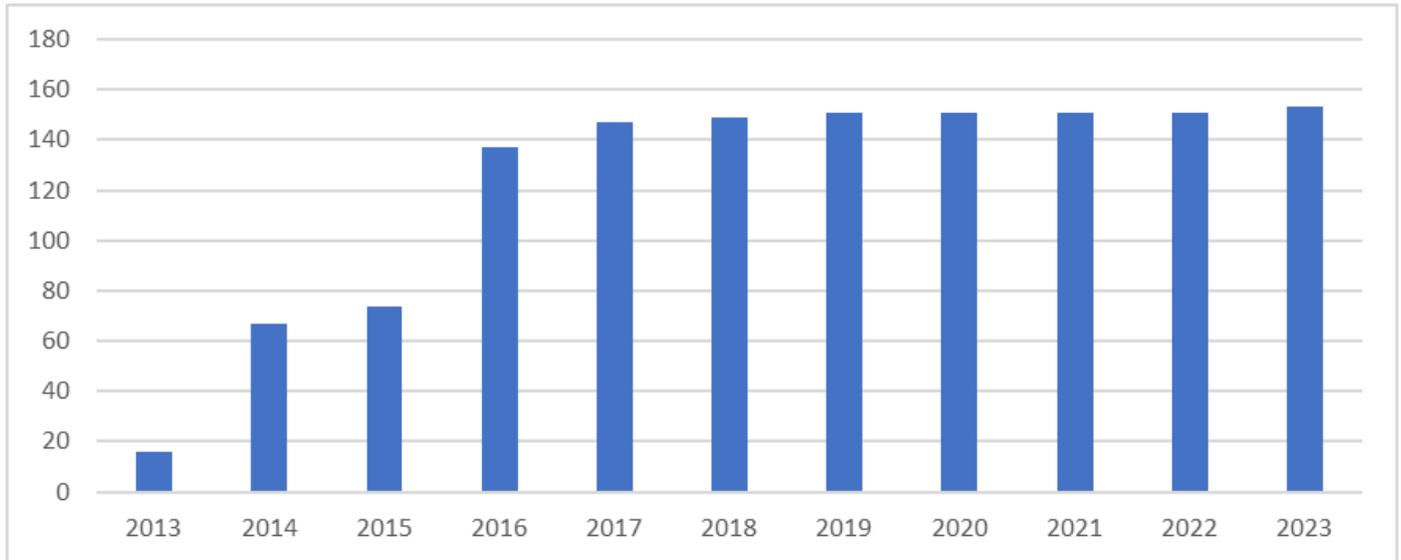
7 Note that in the Decent Work Check Zanzibar is included as a country, for reasons related to a project. In the Labour Law Database however, Zanzibar is considered to be part of Tanzania.

countries not yet included. The list of these Decent Work Check countries can be found in Table 5. Table 1 provides a list of all variables and values in the database; variable type and value labels; number of observations and minimum and maximum values. Table 2 holds a list of industries, according to the NACE industry classification. Table 3 has a list of the job titles,

coded according to. Table 4 includes a list of the codes and names of the bank holidays.

Figure 1 shows that the data collection started in 2013 with 16 countries, that gradually more countries were added with a big step forwards in 2016 by including 137 countries. In 2023, it included 153 countries.

Figure 1. Number of countries included in the Labour Law database



2. VARIABLES AND VALUES IN DATABASE

Table 1. Variable name and variable label; variable type and value labels; number of observations and minimum and maximum values.

Variable	Variable and value labels
FILE INFO	
URL	
ID	
created	date created
changed	date changed
entrydate	date modified
YEAR	Year profile was entered
validin2014	country first entered in DB in 2014
validin2015	country first entered in DB in 2015
validin2016	country first entered in DB in 2016
validin2017	country first entered in DB in 2017
validin2018	country first entered in DB in 2018
validin2019	country first entered in DB in 2019
validin2020	country first entered in DB in 2020
validin2021	country first entered in DB in 2021
validin2022	country first entered in DB in 2022
validin2023	country first entered in DB in 2023
validin2024	country first entered in DB in 2024
TOPIC 7: WORK AND WAGES (1/13)	
workwagesregulations	Select Regulations that are applicable
Text	
workwagesregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 471	min. 24001 - max. 894001
workwagesregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 329	min. 31002 - max. 894003
workwagesregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 201	min. 31003 - max. 894004
workwagesregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 110	min. 31004 - max. 894005
workwagesregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 44	min. 32005 - max. 894005
workwagesregulationsminwages	Select Minimum Wages Regulations that are applicable
Text	

Variable	Variable and value labels
workwagesregulationsminwages0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 10	min. 104001 - max. 818001
workwagesregulationsminwages1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 10	min. 104002 - max. 818003
workwagesregulationsminwages2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 3	min. 104003 - max. 784005
workwagesregulationsminwages3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 2	min. 104004 - max. 608004
workwagesregulationsminwages4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 1	min. 608005 - max. 608005
workhoursminwagecheck	Scoring question 1: Is there any legislation relating to minimum wages in your country?
Numerical	0 "No" 1 "Yes"
Nr of obs = 711	min. 0 - max. 1
workhoursminwageset	How are minimum wages set?
Text	
workhoursminwageset0	How are minimum wages set?
Numerical	1 "By law" 2 "By collective bargaining" 3 "By Wage Board / National Tripartite Committee" 9 "By National Agreement between unions and employers (autonomous agreement)" -99 "No provision" -999 "Insufficient data"
Nr of obs = 469	min. -999 - max. 9
workhoursminwageset1	How are minimum wages set?
Numerical	1 "By law" 2 "By collective bargaining" 3 "By Wage Board / National Tripartite Committee" 9 "By National Agreement between unions and employers (autonomous agreement)" -99 "No provision" -999 "Insufficient data"
Nr of obs = 42	min. -99 - max. 3
workhoursminwageset2	How are minimum wages set?
Numerical	1 "By law" 2 "By collective bargaining" 3 "By Wage Board / National Tripartite Committee" 9 "By National Agreement between unions and employers (autonomous agreement)" -99 "No provision" -999 "Insufficient data"
Nr of obs = 1	min. 9 - max. 9
workhoursminwageset3	How are minimum wages set?
Numerical	1 "By law" 2 "By collective bargaining" 3 "By Wage Board / National Tripartite Committee" 9 "By National Agreement between unions and employers (autonomous agreement)" -99 "No provision" -999 "Insufficient data"
Nr of obs = 1	min. 1 - max. 1
workhoursminwageset4	How are minimum wages set?
Numerical	1 "By law" 2 "By collective bargaining" 3 "By Wage Board / National Tripartite Committee" 9 "By National Agreement between unions and employers (autonomous agreement)" -99 "No provision" -999 "Insufficient data"
No observations	

Variable	Variable and value labels
workhoursminwageupdate	Is the updating of the minimum wage regulated by the legislation?
Numerical	1 "Yes, once a year" 2 "Yes, twice a year" 3 "Yes, but time frame not set" 0 "No" -99 "No provision" -999 "Insufficient data"
Nr of obs = 213	min. -999 - max. 3
workhoursminwagecountry	Is this country-level legislation?
Numerical	1 "Country level only" 2 "Country level plus state-level, country-level sets the minimum" 3 "Country level plus state-level, state-level sets the minimum" 4 "State-level only" -99 "No provision" -999 "Insufficient data"
Nr of obs = 56	min. -999 - max. 2
workhoursminwagecover	Does the legislation provide that the minimum wage must cover the living expenses of the employee?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 212	min. -7 - max. 1
workhoursminwage tripartite	Is the national minimum wage set by government after (non-binding) tripartite consultations?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 110	min. -7 - max. 1
workhoursminwagerule	Does the government indicate that minimum wages are updated according to the consumer price index?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 110	min. -7 - max. 1
workhoursminwagebinding	Is the national minimum wage extended and made binding by law and/or Ministerial decree?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 79	min. -7 - max. 1
workhoursminwage tripartite2	Is the national minimum wage set through tripartite negotiations?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 104	min. -7 - max. 1
workhoursminwagejudges	Is the minimum wage set by judges or expert committee, as in award-system?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 99	min. -7 - max. 0
workhoursminwagecomplaints	Is there a government institution for minimum wage complaints?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 460	min. -7 - max. 1
workhoursminwagelabourinspector	Does the Labour Inspectorate investigate minimum wage compliance?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data" -8 "No Labour Inspectorate"
Nr of obs = 460	min. -7 - max. 1
workhoursminwagesanctions	Are there legal sanctions if compliance is lacking?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 453	min. -7 - max. 1
workhoursregularpaycheck	Scoring question 2: Does the law require wages to be paid on a regular basis? (monthly, weekly, etc)
Numerical	0 "No" 1 "Yes"
Nr of obs = 652	min. 0 - max. 1
workhoursregularpaydaysbeforepay	Within how many days the wages have to be paid at the end of a wage period?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 570	min. -999 - max. 30

Variable	Variable and value labels
TOPIC 8: COMPENSATION (2/13)	
compensationregulations	Select Regulations that are applicable
Text	
compensationregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 481	min. 24001 - max. 894003
compensationregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 214	min. 24002 - max. 894004
compensationregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 122	min. 31006 - max. 894005
compensationregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 39	min. 31007 - max. 392005
compensationregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 17	min. 31008 - max. 392006
workhourstrigger	Are maximum working hours agreed?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 731	min. -7 - max. 1
legalworkhoursweek	What are the legal maximum working hours per week, excluding overtime? (1 - 60)
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 720	min. 35 - max. 52
legalworkhourspublic	Do these standard working hours apply to public sector workers?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 720	min. -7 - max. 1
legalworkhoursprivate	Do these standard working hours apply to private sector workers?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 720	min. -7 - max. 1
legalworkhoursinformal	Do these standard working hours apply to informal workers?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 720	min. -7 - max. 1
legalworkhoursexporting	Do these standard working hours apply to exporting zones?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data" -8 "Not applicable"
Nr of obs = 708	min. -8 - max. 1
legalworkhoursallindustries	Do these standard working hours apply to all or to some industries only?
Numerical	1 "To all" 0 "To some" -7 "Insufficient data"
Nr of obs = 606	min. -999 - max. 1
legalworkhoursEXSECTOR1	Which industries are excluded?
Text	
legalworkhoursEXSECTOR10	Which industries are excluded?
Numerical	labelset NACE2002
Nr of obs = 21	min. 400 - max. 1700
legalworkhoursEXSECTOR11	Which industries are excluded?
Numerical	labelset NACE2002
Nr of obs = 14	min. 400 - max. 1400

Variable	Variable and value labels
legalworkhoursEXSECTOR12	Which industries are excluded?
Numerical	labelset NACE2002
Nr of obs = 7	min. 400 - max. 999
legalworkhoursEXSECTOR13	Which industries are excluded?
Numerical	labelset NACE2002
Nr of obs = 5	min. 900 - max. 900
legalworkhoursEXSECTOR14	Which industries are excluded?
Numerical	labelset NACE2002
No observations	
overtimehourstrigger	Are maximum overtime hours agreed?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 722	min. -7 - max. 1
overtimehoursperiod	What period is covered for the overtime hours?
Text	
overtimehoursperiod0	What period is covered for the overtime hours?
Numerical	1 "Day" 2 "Week" 3 "Month" 4 "Year"
Nr of obs = 602	min. 1 - max. 6
overtimehoursperiod1	What period is covered for the overtime hours?
Numerical	1 "Day" 2 "Week" 3 "Month" 4 "Year"
Nr of obs = 231	min. 2 - max. 6
overtimehoursperiod2	What period is covered for the overtime hours?
Numerical	1 "Day" 2 "Week" 3 "Month" 4 "Year"
Nr of obs = 50	min. 6 - max. 6
overtimehoursperiod3	What period is covered for the overtime hours?
Numerical	1 "Day" 2 "Week" 3 "Month" 4 "Year"
No observations	
overtimehoursperiod4	What period is covered for the overtime hours?
Numerical	1 "Day" 2 "Week" 3 "Month" 4 "Year"
No observations	
overtimehoursmaxday	What are the legal maximum overtime hours per day?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 206	min. 2 - max. 10
overtimehoursmaxweek	What are the legal maximum overtime hours per week?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 340	min. 2 - max. 48
overtimehoursmaxfortnight	What are the legal maximum overtime hours per fortnight?
Numerical	-99 "No provision" -999 "Insufficient data"
No observations	
overtimehoursmaxmonth	What are the legal maximum overtime hours per month?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 53	min. 20 - max. 62
overtimehoursmaxquarter	What are the legal maximum overtime hours per quarter?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 5	min. 96 - max. 96
overtimehoursmaxyear	What are the legal maximum overtime hours per year?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 183	min. 60 - max. 270

Variable	Variable and value labels
overtimecomptrigger	Section 6.2. Is there compensation for overtime work?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 733	min. -7 - max. 1
overtimecomp1	How is overtime compensation above 48 hours of work arranged?
Numerical	1 "Percentage of regular wage" 2 "Monetary" 3 "Replacement hours" 4 "Percentage of regular wage and replacement hours" -8 "Monetary and replacement hours" -999 "Insufficient data"
Nr of obs = 661	min. -8 - max. 4
overtimecomp2	What percentage of regular hourly wage for hours above 48 is paid as overtime payment?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 625	min. 25 - max. 200
overtimecomp3	How many replacement hours has the employer to offer per hour overtime?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 7	min. 1 - max. 1
workhoursovertimepaypremiumcheck	Scoring question 3: Does the law require employer to pay overtime premium?
Numerical	0 "No" 1 "Yes"
Nr of obs = 722	min. 0 - max. 1
workhoursnightworkcheck	Scoring question 4: Does the law require employer to compensate for night work through premium payments or reduced work hours?
Numerical	0 "No" 1 "Yes"
Nr of obs = 737	min. 0 - max. 1
workhoursnightworkpremiumprovidd	Is the night premium provided in collective bargaining agreements?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 230	min. -7 - max. 1
workhoursnightworkreducedhours	Is a premium for night work agreed or are the work hours reduced for night workers, or both?
Numerical	1 "Premium" 2 "Hour reduction" 3 "Both" -99 "Insufficient data"
Nr of obs = 389	min. 1 - max. 3
workhoursnightworkpremiumperc	Premium in % of basic wage for regular night work
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 318	min. -999 - max. 200
leavecomprestcompensationcheck	Scoring question 5: Does the law require compensatory rest for working on a weekly rest day or a public holiday?
Numerical	0 "No" 1 "Yes"
Nr of obs = 610	min. 0 - max. 1
leavecompworkweeklyrestcheck	Are there regulations for compensation of work on weekly rest days?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 639	min. 0 - max. 1
leavecompworkweeklyrestarranged	How is compensation of work on weekly rest days arranged?
Numerical	1 "Percentage of regular wage" 3 "Replacement hours" 4 "Both" -999 "Insufficient data"
Nr of obs = 504	min. 1 - max. 4

Variable	Variable and value labels
leavecompworkweeklyhrlywageperc	What percentage of regular hourly wage is set for for working on weekly rest day?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 397	min. 25 - max. 250
leavecompworkweeklyrestreplachrs	How many replacement hours has the employer to offer per hour over-time?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 67	min. 1 - max. 100
leavecompworkholidayscheck	Are there regulations for compensation of work on public holidays?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 639	min. 0 - max. 1
leavecompworkholidaysarranged	How is compensation of work on public holidays arranged?
Numerical	1 "Percentage of regular wage" 3 "Replacement hours" 4 "Both" -999 "Insufficient data"
Nr of obs = 548	min. -999 - max. 4
leavecompworkholidayhrlywageperc	What percentage of regular hourly wage is set for for working on public holidays?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 437	min. 25 - max. 300
leavecompworkholidaysreplacemhrs	How many replacement hours has the employer to offer per hour over-time?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 36	min. 1 - max. 100
leavecompworkcompensationcheck	Scoring question 6: Does the law require monetary compensation (premium payment) for working on a weekly rest day and a public holiday?
Numerical	0 "No" 1 "Yes"
Nr of obs = 629	min. 0 - max. 1
TOPIC 9: ANNUAL LEAVE AND HOLIDAYS (3/13)	
leavereregulations	Select Regulations that are applicable
Text	
leavereregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 489	min. 24001 - max. 894001
leavereregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 254	min. 24003 - max. 894003
leavereregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 94	min. 32009 - max. 894004
leavereregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 39	min. 112011 - max. 894005
leavereregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 28	min. 112012 - max. 894005
holidaytrigger	Section 6.5. Is a legal annual vacation period agreed?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 736	min. 0 - max. 1

Variable	Variable and value labels
legalholidayyeartype	Is the legal annual vacation period agreed in working days or calander days?
Numerical	1 "Working days" 2 "Calender days"
Nr of obs = 734	min. 1 - max. 2
legalholidayyear	What is the legal vacation period for a worker with one year of service? (0 - 365)
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 734	min. 5 - max. 30
legalholidayyearpublic	Does this vacation period apply to public sector workers?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 734	min. -7 - max. 1
legalholidayyearprivate	Does this vacation period apply to private sector workers?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 734	min. -7 - max. 1
legalholidayyearinformal	Does this vacation period apply to informal workers?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 734	min. -7 - max. 1
legalholidayyearpaid	Does the legal regulation oblige employers to pay workers during this vacation?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 644	min. -7 - max. 1
leaveannualleavepaydurleaveperc	How much are workers paid during their annual leave? (In percentage of the usual wage)
Numerical	-999 "Insufficient data"
Nr of obs = 583	min. -999 - max. 200
leaveannualleave3weekscheck	Scoring question 7: Does the Law require paid annual leave of at least 3 working weeks (15 working days)?
Numerical	0 "No" 1 "Yes"
Nr of obs = 736	min. 0 - max. 1
legalbankholidays	Which national public holidays are agreed?
Text	
legalbankholidays0	Which days are legal bank holidays?
Numerical	labelset bankholiday
Nr of obs = 641	min. 1 - max. 211
legalbankholidays1	Which days are legal bank holidays?
Numerical	labelset bankholiday
Nr of obs = 641	min. 2 - max. 245
legalbankholidays2	Which days are legal bank holidays?
Numerical	labelset bankholiday
Nr of obs = 641	min. 3 - max. 834003
legalbankholidays3	Which days are legal bank holidays?
Numerical	labelset bankholiday
Nr of obs = 633	min. 4 - max. 269
legalbankholidays4	Which days are legal bank holidays?
Numerical	labelset bankholiday
Nr of obs = 628	min. 5 - max. 340

Variable	Variable and value labels
leavepaypublicholidayspayedcheck	Scoring question 8: Does the law require that workers are given paid days-off on national public holidays?
Numerical	0 "No" 1 "Yes"
Nr of obs = 646	min. 0 - max. 1
workdaystrigger	Section 6.3. Is a standard number of working days per week agreed?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 646	min. -7 - max. 1
legalworkdaysweek	What is the legal number of working days per week? (1 - 7)
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 611	min. 5 - max. 6
legalworkdayssunday	Is Sunday commonly a non-working day for standard fulltime workers?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 611	min. -7 - max. 1
legalworkdayssaturday	Is Saturday commonly a non-working day for standard fulltime workers?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 611	min. -7 - max. 1
legalworkdaysother1	Are there other common non-working day for standard fulltime workers?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 611	min. -7 - max. 1
legalworkdaysother2	Which days?
Numerical	1 "Monday" 2 "Tuesday" 3 "Wednesday" 4 "Thursday" 5 "Friday"
Nr of obs = 27	min. 1 - max. 5
leaveweeklyrestlawrequiredcheck	Scoring question 9: Does the law require a weekly rest day?
Numerical	0 "No" 1 "Yes"
Nr of obs = 733	min. 0 - max. 1
leaveweeklyrestpaid	Does the law require weekly rest day to be a paid day?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 421	min. -7 - max. 1
leaveweeklyresthourscheck	Is the weekly rest expressed in hours?
Numerical	0 "No" 1 "Yes"
Nr of obs = 734	min. 0 - max. 1
leaveweeklyresthoursamount	How many hours of weekly rest are provided?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 706	min. 20 - max. 48
TOPIC 10: EMPLOYMENT SECURITY (4/13)	
emplsecregulations	Select Regulations that are applicable
Text	
emplsecregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 485	min. 24001 - max. 894001
emplsecregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 232	min. 31003 - max. 894003
emplsecregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 116	min. 31010 - max. 894004

Variable	Variable and value labels
emplsecregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 60	min. 120008 - max. 894005
emplsecregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 47	min. 300010 - max. 894005
emplsecwrittenemploymentdays	Within how many days do workers get a written employment contract, statement of employment particulars or an appointment letter at the start of their employment?
Numerical	-9 "Before commencement of employment" -999 "Insufficient data" -9999 "No clear provision"
Nr of obs = 602	min. -9999 - max. 84
emplsecwrittenemploymentcheck	Scoring question 10: Does the Law require written employment contracts (or written employment particulars in the absence of written contracts) to be provided to workers at the commencement of employment?
Numerical	0 "No" 1 "Yes"
Nr of obs = 635	min. 0 - max. 1
emplsecfixedtermtrigger	Does the Law have provisions on individual employment contracts?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 735	min. -7 - max. 1
emplsecfixedtermmaxmonths	What is the maximum length of a single fixed term contract? (In MONTHS)
Numerical	-1 "No limits" -99 "No provision"
Nr of obs = 624	min. -99 - max. 120
emplsecfixedtermmaxrenewals	What is the number of renewals that is allowed for a single fixed term contract?
Numerical	-3 "Unlimited renewals (subject to a certain maximum length)" -1 "Unlimited renewals" -2 "No renewals allowed" -99 "No provision"
Nr of obs = 589	min. -99 - max. 5
emplsecfixedtermmaxmonthsrenewal	What is the maximum length of a fixed term contract including renewals? (In MONTHS)
Numerical	-1 "No limits" -99 "No provision"
Nr of obs = 520	min. -99 - max. 200
emplsecfixedtermrestricthire	Scoring question 11: Does the law restrict hiring of fixed term contract workers for tasks of permanent nature?
Numerical	0 "No" 1 "Yes"
Nr of obs = 628	min. 0 - max. 1
probationtrigger	Scoring question 12: Does the law provide for a probation period?
Numerical	0 "No" 1 "Yes"
Nr of obs = 734	min. 0 - max. 1
jobtypeprobation1	Is this probation period broken down by jobtypes?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 600	min. -7 - max. 1
jobtypeprobation2	For which jobs (max 5)
Text	

Variable	Variable and value labels
jobtypeprobation20	Which job type?
Numerical	118 "Manual worker" 128 "Accounts assistant" 13 "Domestic Workers" 17 "General Workers" 19 "Labourers" 21 "Managers" 228 "Technician" 267 "Regular employees" 268 "Specialized workers" 29 "Qualified skilled worker" 32 "Supervisor" 34 "Unskilled workers" 384 "Social work, technical" 39 "Watchman" 46 "Manager, Executive and Similar" 518 "Head of the Department" 520 "Technicians and associate professionals" 8 "Clerks" 999 "Other"
Nr of obs = 155	min. 8 - max. 128
jobtypeprobation21	Which job type?
Numerical	118 "Manual worker" 128 "Accounts assistant" 13 "Domestic Workers" 17 "General Workers" 19 "Labourers" 21 "Managers" 228 "Technician" 267 "Regular employees" 268 "Specialized workers" 29 "Qualified skilled worker" 32 "Supervisor" 34 "Unskilled workers" 384 "Social work, technical" 39 "Watchman" 46 "Manager, Executive and Similar" 518 "Head of the Department" 520 "Technicians and associate professionals" 8 "Clerks" 999 "Other"
Nr of obs = 139	min. 19 - max. 999
jobtypeprobation22	Which job type?
Numerical	118 "Manual worker" 128 "Accounts assistant" 13 "Domestic Workers" 17 "General Workers" 19 "Labourers" 21 "Managers" 228 "Technician" 267 "Regular employees" 268 "Specialized workers" 29 "Qualified skilled worker" 32 "Supervisor" 34 "Unskilled workers" 384 "Social work, technical" 39 "Watchman" 46 "Manager, Executive and Similar" 518 "Head of the Department" 520 "Technicians and associate professionals" 8 "Clerks" 999 "Other"
Nr of obs = 64	min. 21 - max. 520
jobtypeprobation23	Which job type?
Numerical	118 "Manual worker" 128 "Accounts assistant" 13 "Domestic Workers" 17 "General Workers" 19 "Labourers" 21 "Managers" 228 "Technician" 267 "Regular employees" 268 "Specialized workers" 29 "Qualified skilled worker" 32 "Supervisor" 34 "Unskilled workers" 384 "Social work, technical" 39 "Watchman" 46 "Manager, Executive and Similar" 518 "Head of the Department" 520 "Technicians and associate professionals" 8 "Clerks" 999 "Other"
Nr of obs = 22	min. 32 - max. 228
jobtypeprobation24	Which job type?
Numerical	118 "Manual worker" 128 "Accounts assistant" 13 "Domestic Workers" 17 "General Workers" 19 "Labourers" 21 "Managers" 228 "Technician" 267 "Regular employees" 268 "Specialized workers" 29 "Qualified skilled worker" 32 "Supervisor" 34 "Unskilled workers" 384 "Social work, technical" 39 "Watchman" 46 "Manager, Executive and Similar" 518 "Head of the Department" 520 "Technicians and associate professionals" 8 "Clerks" 999 "Other"
Nr of obs = 15	min. 39 - max. 267
durationprobation	What is the duration of this probation/trial period for a manual skilled worker in DAYS?
Numerical	-999 "Insufficient data" -9999 "No clear provision"
Nr of obs = 581	min. -9999 - max. 365
duenoticetrigger	Scoring question 13: Does the law require that a notice be served to the other party before terminating the employment contract?
Numerical	0 "No" 1 "Yes"
Nr of obs = 734	min. 0 - max. 1
duenotice	What is the duration of this notice period for a manual skilled worker after one year of service, in DAYS?
Numerical	1 "No limits" -99 "No provision" -999 "Insufficient data"
Nr of obs = 535	min. -99 - max. 120

Variable	Variable and value labels
duenotice5tenure	What is the duration of this notice period for a manual skilled worker after 5 years of service, in DAYS?
Numerical	1 "No limits" -99 "No provision" -999 "Insufficient data"
Nr of obs = 602	min. -999 - max. 120
severancetrigger	Scoring question 14: Does the law require an employer to pay severance pay to a worker on contract termination (without workers fault)?
Numerical	0 "No" 1 "Yes"
Nr of obs = 734	min. 0 - max. 1
severance	Is severance pay offered in number of days, percentage of former monthly salary or through a fund?
Numerical	1 "Days" 2 "Percentage" -3 "The employer contributes to a severance/provident fund"
Nr of obs = 612	min. -3 - max. 2
severanceperc	For a worker with 5 years of service, what percentage of monthly salary is paid as severance pay?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 38	min. -999 - max. 150
severanceperc1tenure	For a worker with 1 year of service, how many days wages are paid as severance pay?
Numerical	-99 "No provision" -999 "Insufficient data"
No observations	
severancenumber	For a worker with 5 years of service, how many days wages are paid as severance pay?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 471	min. -999 - max. 300
severancenumber1tenure	For a worker with 1 year of service, how many days wages are paid as severance pay?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 420	min. -999 - max. 120
emplsecseverancedismissaltype	Severance pay is paid for:
Numerical	1 "Individual dismissal" 2 "Collective dismissal" 9 "Both" -9999 "No clear provision" -999 "Insufficient data"
Nr of obs = 619	min. -9999 - max. 9
TOPIC 11: FAMILY RESPONSIBILITIES (5/13)	
famrespregulations	Select Regulations that are applicable
Text	
famrespregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 471	min. 24001 - max. 894002
famrespregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 207	min. 31011 - max. 894002
famrespregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 60	min. 31012 - max. 894003
famrespregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 34	min. 31013 - max. 894004

Variable	Variable and value labels
famrespregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 28	min. 31014 - max. 894005
famresppaternitycheck	Scoring question 15: Does the law require paternity leave for new fathers?
Numerical	0 "No" 1 "Yes"
Nr of obs = 733	min. 0 - max. 1
famresppaternityduration	What is the total duration in days of paid paternity leave at the time of delivery?
Numerical	-999 "Insufficient data"
Nr of obs = 405	min. -999 - max. 84
famresppaternityreplacement	What is the wage replacement rate (in percentage of normal wage) for paternity leave?
Numerical	-9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 377	min. -999 - max. 100
famresppaternitypayer	Who pays for paternity leave?
Numerical	1 "Employer" 2 "Government" 9 "Both employer and government" -99 "No provision" -999 "Insufficient data"
Nr of obs = 439	min. -999 - max. 9
famrespparentalcheck	Scoring question 16: Does the law require parental leave for parents?
Numerical	0 "No" 1 "Yes"
Nr of obs = 732	min. 0 - max. 1
famrespparentalpaidunpaid	Does the law provide for paid or unpaid parental leave?
Numerical	1 "Paid" 2 "Unpaid" 9 "A mix of both" -999 "Insufficient data"
Nr of obs = 324	min. -999 - max. 9
famrespparentalduration	What is the total duration in days of parental leave?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 311	min. -999 - max. 1095
famrespparentalreplacement	What is the wage replacement rate (in percentage of normal wage) for parental leave?
Numerical	-9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 300	min. -999 - max. 100
famrespparentalpayer	Who pays for parental leave?
Numerical	1 "Employer" 2 "Government" 9 "Both employer and government" -99 "No provision" -999 "Insufficient data"
Nr of obs = 324	min. -999 - max. 2
famresppothercheck	Scoring question 17: Does the law require that parents with minor children or workers with other family responsibilities be provided with flexible time or part time work options?
Numerical	0 "No" 1 "Yes"
Nr of obs = 647	min. 0 - max. 1
TOPIC 12: MATERNITY AND WORK (6/13)	
maternityregulations	Select Regulations that are applicable
Text	
maternityregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 485	min. 24001 - max. 894001

Variable	Variable and value labels
maternityregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 348	min. 24004 - max. 894003
maternityregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 220	min. 31013 - max. 894004
maternityregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 101	min. 31016 - max. 894005
maternityregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 40	min. 112020 - max. 894006
maternitymedicalcheck	Scoring question 18: Does the law require that pregnant workers be provided free ante and post natal medical care?
Numerical	0 "No" 1 "Yes"
Nr of obs = 634	min. 0 - max. 1
maternitynoharmfulworkcheck	Scoring question 19: Does the law require that pregnant and nursing workers must not be engaged in hazardous work?
Numerical	0 "No" 1 "Yes"
Nr of obs = 635	min. 0 - max. 1
matleavetrigger	Section 9.1. Does the Law have provisions on maternity leave?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 736	min. 0 - max. 1
matleaveduration	What is the duration of this maternity leave in WEEKS?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 734	min. 4,2 - max. 60
maternityleavecheck	Scoring question 20: Does the law require that pregnant workers be provided with at least 14 weeks of maternity leave?
Numerical	0 "No" 1 "Yes"
Nr of obs = 736	min. 0 - max. 1
maternityincomepercentage	What percentage of the monthly salary does a worker get during maternity leave?
Numerical	-9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 563	min. -999 - max. 100
maternityincomepayer	Who pays for maternity leave?
Numerical	1 "Employer" 2 "Government" 9 "Both employer and government" -99 "No provision" -999 "Insufficient data"
Nr of obs = 743	min. -999 - max. 9
maternityincomecheck	Scoring question 21: Does the law require that workers be paid at least 67% of their monthly wage during the term of maternity leave?
Numerical	0 "No" 1 "Yes"
Nr of obs = 635	min. 0 - max. 1
maternitydismissalprotectionchec	Scoring question 22: Does the law require that workers be protected from dismissals during pregnancy and maternity leave?
Numerical	0 "No" 1 "Yes"
Nr of obs = 635	min. 0 - max. 1

Variable	Variable and value labels
maternityreturnssamepositioncheck	Scoring question 23: Does the law guarantee the right to return to same position after availing maternity leave?
Numerical	0 "No" 1 "Yes"
Nr of obs = 635	min. 0 - max. 1
maternitynursingbreakscheck	Scoring question 24: Does the law provide for breastfeeding breaks for nursing mothers?
Numerical	0 "No" 1 "Yes"
Nr of obs = 735	min. 0 - max. 1
maternitynursingbreaksduration	What is the duration of breastfeeding breaks, as provided by the law?
Numerical	1 "More than one hour" 2 "One hour" 3 "Less than one hour" -99 "No provision" -999 "Insufficient data"
Nr of obs = 618	min. -999 - max. 3
maternitynursingbreakslength	What is the length (age of the child in MONTHS) of breastfeeding breaks, as provided by the law?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 556	min. -999 - max. 30
TOPIC 13: HEALTH AND SAFETY (7/13)	
healthandsafetyregulations	Select Regulations that are applicable
Text	
healthandsafetyregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 486	min. 24001 - max. 894007
healthandsafetyregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 266	min. 24005 - max. 894007
healthandsafetyregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 125	min. 24006 - max. 724010
healthandsafetyregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 54	min. 31018 - max. 643023
healthandsafetyregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 10	min. 112027 - max. 643024
healthandsafetyemployercarecheck	Scoring question 25: Does the law require employers to protect workers health and safety?
Numerical	0 "No" 1 "Yes"
Nr of obs = 636	min. 1 - max. 1
healthandsafetyprotectioncheck	Scoring question 26: Does the law require that free protective equipment be provided to workers and other protective measures be taken without any cost to the workers?
Numerical	0 "No" 1 "Yes"
Nr of obs = 636	min. 0 - max. 1
healthandsafetytrainingcheck	Scoring question 27: Does the law require the employer to train workers on health and safety issues?
Numerical	0 "No" 1 "Yes"
Nr of obs = 636	min. 0 - max. 1

Variable	Variable and value labels
healthandsafetyinspectioncheck	Scoring question 28: Does the law provide for a central and independent labour inspection system in line with the requirements of Labour Inspection Convention, 1947 (No. 81)?
Numerical	0 "No" 1 "Yes"
Nr of obs = 636	min. 0 - max. 1
TOPIC 14: SICK LEAVE (8/13)	
worksicknessregulations	Select Regulations that are applicable
Text	
worksicknessregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 472	min. 24001 - max. 894001
worksicknessregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 349	min. 24007 - max. 894002
worksicknessregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 164	min. 31013 - max. 894003
worksicknessregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 76	min. 31016 - max. 894004
worksicknessregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 51	min. 31019 - max. 894005
worksicknesspaidsickleavetrigger	Does the Law has any provisions on sick leave?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 633	min. 0 - max. 1
worksicknesspaidsickleavedurat	What is the maximum duration of sick leave in DAYS?
Numerical	-9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 568	min. -999 - max. 730
worksicknesspaidsickleaveperc	What percentage of the monthly salary does a worker with 5 years of service get during the first 6 months of sick leave?
Numerical	-9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 581	min. -999 - max. 100
worksicknesspaidsickleavecheck	Scoring question 29: Does the law provide for paid sick leave (at least 45% of the reference wage) for at least first 6 months of illness?
Numerical	0 "No" 1 "Yes"
Nr of obs = 632	min. 0 - max. 1
worksicknessmedicalcarecheck	Scoring question 30: Does the law provide for medical care at least for the first 6 months of illness?
Numerical	0 "No" 1 "Yes"
Nr of obs = 631	min. 0 - max. 1
worksicknessjobsecurityduration	For how long does the law provide job security during illness? (in MONTHS)
Numerical	0.5 "Less than one month" - 9 "No Limit" -99 "No provision" -999 "Insufficient data"
Nr of obs = 568	min. -999 - max. 30
worksicknessjobsecuritycheck	Scoring question 31: Does the law provide job security during the first 6 months of illness?
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1

Variable	Variable and value labels
worksicknessdisabilitytrigger	Are employees entitled to employment injury benefit?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 633	min. 1 - max. 1
worksicknessdisabilitypermperc	What percentage of monthly salary is paid as employment injury benefit in the case of permanent total disability?
Numerical	0 "0" 1 "1" 2 "2" 100 "100" -10 "Lump-sum payment" -9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 577	min. -999 - max. 100
worksicknessdisabilitytempperc	What percentage of monthly salary is paid as employment injury benefit in the case of temporary total disability?
Numerical	0 "0" 1 "1" 2 "2" 100 "100" -10 "Lump-sum payment" -9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 575	min. -999 - max. 100
worksicknessdisabilitysurvivperc	What percentage of salary is paid to the spouse as a survivors benefit?
Numerical	0 "0" 1 "1" 2 "2" 100 "100" -10 "Lump-sum payment" -9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 573	min. -999 - max. 100
worksicknessdisabilitycheck	Scoring question 32: Does the law provide for different kinds of work injury benefit payable at the rate of at least 50% of the reference wage?
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
TOPIC 15: SOCIAL SECURITY (9/13)	
socsecregulations	Select Regulations that are applicable
Text	
socsecregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 443	min. 24008 - max. 894009
socsecregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 209	min. 31014 - max. 818008
socsecregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 87	min. 31015 - max. 686008
socsecregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 49	min. 31020 - max. 643027
socsecregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 35	min. 31021 - max. 643029
socsecpensionrightstrigger	Does the employer have to pay social security contribution on behalf of the worker?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 623	min. -7 - max. 1
socsecpensionrightswomenagefull	At what age can a woman retire and receive full pension?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 560	min. -999 - max. 70

Variable	Variable and value labels
socsecpensionrightsmenagefull	At what age can a man retire and receive full pension?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 560	min. -999 - max. 70
socsecpensionrightswomenageearly	At what age can a woman retire and receive early/partial pension?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 567	min. -999 - max. 66
socsecpensionrightsmenageearly	At what age can a man retire and receive early/partial pension?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 572	min. -999 - max. 66
socsecpensionrightscontribyrs	How many years of contribution are required for full pension?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 567	min. -999 - max. 45
socsecpensionrightsperc	What percentage of the reference wage is the old-age benefit/pension?
Numerical	0 "0" 1 "1" 2 "2" 100 "100" -10 "Lump-sum payment" -9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 595	min. -999 - max. 100
socsecpensionrightsccheck	Scoring question 33: Does the law provide for (old age) pension rights for workers payable at the rate of at least 40% of the reference wage?
Numerical	0 "No" 1 "Yes"
Nr of obs = 617	min. 0 - max. 1
socsecsurvivorspensionperc	What percentage of the old age pension that a worker was getting or would have got if reached the retirement age is the survivors benefit for a wid-ow(er) with two children?
Numerical	0 "0" 1 "1" 2 "2" 100 "100" -10 "Lump-sum payment" -9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 577	min. -999 - max. 100
socsecsurvivorsbenefitcheck	Scoring question 34: Does the law provide for survivors/ dependents benefits payable at the rate of at least 40% of the reference wage?
Numerical	0 "No" 1 "Yes"
Nr of obs = 621	min. 0 - max. 1
socsecunemploymentbenefittrigger	Does the law provide for unemployment benefit?
Numerical	1 "Yes, Government Unemployment Benefits for all" 2 "Yes, Government Unemployment Benefits (self employed excluded)" 9 "No, Severance Pay Only" -99 "No provision" -999 "Insufficient data"
Nr of obs = 710	min. -999 - max. 9
socsecunemploymentrateoramount	Is the employment benefit a rate (percentage of the reference wage) or an amount?
Numerical	1 "Percentage" 2 "Amount" 9 "Both" -99 "No provision" -999 "Insufficient data"
Nr of obs = 352	min. -999 - max. 9
socsecunemploymentbenefitrate	What is the replacement rate of unemployment benefit?
Numerical	-9 "Flat rate" -10 "Other"
Nr of obs = 267	min. -10 - max. 100
socsecunemploymentbenefminamount	What is the minimum amount of unemployment benefit received by a worker per day?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 49	min. 7,72 - max. 360

Variable	Variable and value labels
socsecunemploymentbenefmaxamount	What is the maximum amount of unemployment benefit received by worker per day?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 26	min. 12,54 - max. 577,93
socsecunemploymentbenefitlength	How long is the unemployment benefit provided in MONTHS?
Numerical	-10 "Other" -99 "No provision" -999 "Insufficient data"
Nr of obs = 351	min. -999 - max. 24
socsecunemploymentbenefitcheck	Scoring question 35: Does the law provide for unemployment benefit payable at the rate of at least 45% of the reference wage?
Numerical	0 "No" 1 "Yes"
Nr of obs = 636	min. 0 - max. 1
socsecinvaliditypensionperc	What percentage of the old age pension is invalidity benefit?
Numerical	-10 "Lump-sum payment" -9 "Flat rate" -99 "No provision" -999 "Insufficient data"
Nr of obs = 598	min. -999 - max. 100
socsecinvaliditybenefitcheck	Scoring question 36: Does the law provide for invalidity benefits payable at the rate of at least 40% of the reference wage?
Numerical	0 "No" 1 "Yes"
Nr of obs = 629	min. 0 - max. 1
TOPIC 16: FAIR TREATMENT (10/13)	
fairtrregulations	Select Regulations that are applicable
Text	
fairtrregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 481	min. 24001 - max. 894006
fairtrregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 444	min. 24009 - max. 894010
fairtrregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 293	min. 24010 - max. 894011
fairtrregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 149	min. 31010 - max. 818007
fairtrregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 89	min. 31032 - max. 643038
fairtrequalpaycheck	Scoring question 37: Does the law (constitution, labour code, equal treatment law) require?
Numerical	0 "No" 1 "Yes"
Nr of obs = 713	min. 0 - max. 1
fairtrequalpayrecognized	Where is the right to equal pay for equal work recognized?
Text	
fairtrequalpayrecognized0	Where is the right to equal pay for equal work recognized?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Equality Law" 9 "Special Law" -99 "No provision" -999 "Insufficient data"
Nr of obs = 504	min. 1 - max. 9

Variable	Variable and value labels
fairtrequalpayrecognized1	Where is the right to equal pay for equal work recognized?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Equality Law" 9 "Special Law" - 99 "No provision" -999 "Insufficient data"
Nr of obs = 343	min. 2 - max. 9
fairtrequalpayrecognized2	Where is the right to equal pay for equal work recognized?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Equality Law" 9 "Special Law" - 99 "No provision" -999 "Insufficient data"
Nr of obs = 38	min. 3 - max. 9
fairtrequalpayrecognized3	Where is the right to equal pay for equal work recognized?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Equality Law" 9 "Special Law" - 99 "No provision" -999 "Insufficient data"
No observations	
fairtrequalpayrecognized4	Where is the right to equal pay for equal work recognized?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Criminal Code" 9 "Sexual Harassment Laws" 10 "Equality Law" -99 "No provision" -999 "Insufficient data"
No observations	
fairtrsexharprohibited	Where is sexual harassment prohibited?
Text	
fairtrsexharprohibited0	Where is sexual harassment prohibited?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Criminal Code" 9 "Sexual Harassment Laws" 10 "Equality Law" -99 "No provision" -999 "Insufficient data"
Nr of obs = 511	min. -99 - max. 10
fairtrsexharprohibited1	Where is sexual harassment prohibited?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Criminal Code" 9 "Sexual Harassment Laws" 10 "Equality Law" -99 "No provision" -999 "Insufficient data"
Nr of obs = 266	min. 2 - max. 10
fairtrsexharprohibited2	Where is sexual harassment prohibited?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Criminal Code" 9 "Sexual Harassment Laws" 10 "Equality Law" -99 "No provision" -999 "Insufficient data"
Nr of obs = 68	min. 3 - max. 10
fairtrsexharprohibited3	Where is sexual harassment prohibited?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Criminal Code" 9 "Sexual Harassment Laws" 10 "Equality Law" -99 "No provision" -999 "Insufficient data"
Nr of obs = 8	min. 10 - max. 10
fairtrsexharprohibited4	Where is sexual harassment prohibited?
Numerical	1 "Constitution" 2 "Labour Code" 3 "Criminal Code" 9 "Sexual Harassment Laws" 10 "Equality Law" -99 "No provision" -999 "Insufficient data"
No observations	
fairtrsexharpunishinlaw	Does the law provide for proper punishment in case of sexual harassment?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 511	min. -7 - max. 1
fairtrsexharpunishtprovid	Which punishment is provided by the law?
Numerical	1 "Fine" 2 "Imprisonment" 9 "Both" -99 "No provision" -999 "Insufficient data"
Nr of obs = 401	min. -999 - max. 9
fairtrsexharcheck	Scoring question 38: Does the law (constitution, labour code, equal treatment or sexual harassment law) prohibit sexual harassment at work and provide for some penalties?
Numerical	0 "No" 1 "Yes"
Nr of obs = 708	min. 0 - max. 1

Variable	Variable and value labels
fairtrdiscrchecksexgender	Scoring question 39 (I): Sex/gender
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
fairtrdiscrsexgender	Where can this provision be found?
Text	
fairtrdiscrsexgender0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 519	min. 1 - max. 9
fairtrdiscrsexgender1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 334	min. -999 - max. 9
fairtrdiscrsexgender2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 23	min. 9 - max. 9
fairtrdiscrsexgender3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrsexgender4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrcheckrace	Scoring question 39 (II): Race
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
fairtrdiscrace	Where can this provision be found?
Text	
fairtrdiscrace0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 491	min. -999 - max. 9
fairtrdiscrace1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 252	min. -999 - max. 9
fairtrdiscrace2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 15	min. 9 - max. 9
fairtrdiscrace3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrace4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrcheckcolour	Scoring question 39 (III): Colour
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
fairtrdiscrcolour	Where can this provision be found?
Text	
fairtrdiscrcolour0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 316	min. -999 - max. 9

Variable	Variable and value labels
fairtrdiscrcolour1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 143	min. 2 - max. 9
fairtrdiscrcolour2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrcolour3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrcolour4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrcheckreligion	Scoring question 39 (IV): Religion
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
fairtrdiscrreligion	Where can this provision be found?
Text	
fairtrdiscrreligion0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 518	min. 1 - max. 9
fairtrdiscrreligion1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 293	min. 2 - max. 9
fairtrdiscrreligion2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 16	min. 9 - max. 9
fairtrdiscrreligion3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrreligion4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrcheckpoliticalopinion	Scoring question 39 (V): Political opinion
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
fairtrdiscrpoliticalopinion	Where can this provision be found?
Text	
fairtrdiscrpoliticalopinion0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 438	min. -999 - max. 9
fairtrdiscrpoliticalopinion1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 212	min. 2 - max. 9
fairtrdiscrpoliticalopinion2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 6	min. 9 - max. 9
fairtrdiscrpoliticalopinion3	Where can this provision be found?

Variable	Variable and value labels
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrpoliticalopinion4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrchecknationality	Scoring question 39 (VI): Nationality/Place of Birth
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
fairtrdiscrnationality	Where can this provision be found?
Text	
fairtrdiscrnationality0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 405	min. -999 - max. 9
fairtrdiscrnationality1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 184	min. 2 - max. 9
fairtrdiscrnationality2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 8	min. 9 - max. 9
fairtrdiscrnationality3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrnationality4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrchecksocialorigin	Scoring question 39 (VII): Social Origin/Caste
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
fairtrdiscrsocialorigin	Where can this provision be found?
Text	
fairtrdiscrsocialorigin0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 461	min. -999 - max. 9
fairtrdiscrsocialorigin1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 208	min. 2 - max. 9
fairtrdiscrsocialorigin2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 13	min. 9 - max. 9
fairtrdiscrsocialorigin3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrsocialorigin4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrcheckfamilystatus	Scoring question 39 (VIII): Family responsibilities/family status
Numerical	0 "No" 1 "Yes"
Nr of obs = 628	min. 0 - max. 1

Variable	Variable and value labels
fairtrdiscrfamilystatus	Where can this provision be found?
Text	
fairtrdiscrfamilystatus0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 287	min. -999 - max. 9
fairtrdiscrfamilystatus1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 110	min. 2 - max. 9
fairtrdiscrfamilystatus2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 12	min. 9 - max. 9
fairtrdiscrfamilystatus3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrfamilystatus4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdisccheckcrage	Scoring question 39 (IX): Age
Numerical	0 "No" 1 "Yes"
Nr of obs = 629	min. 0 - max. 1
fairtrdiscrage	Where can this provision be found?
Text	
fairtrdiscrage0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 393	min. 1 - max. 9
fairtrdiscrage1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 108	min. -999 - max. 9
fairtrdiscrage2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 7	min. 9 - max. 9
fairtrdiscrage3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrage4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtrdiscrcheckdisability	Scoring question 39 (X): Disability/HIV-AIDS
Numerical	0 "No" 1 "Yes"
Nr of obs = 632	min. 0 - max. 1
fairtrdiscrdisability	Where can this provision be found?
Text	
fairtrdiscrdisability0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 3 "Disability Law" 4 "Other Law" -999 "Insufficient data"
Nr of obs = 459	min. 1 - max. 9
fairtrdiscrdisability1	Where can this provision be found?

Variable	Variable and value labels
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 3 "Disability Law" 4 "Other Law" -999 "Insufficient data"
Nr of obs = 154	min. 2 - max. 9
fairtrdiscrdisability2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 3 "Disability Law" 4 "Other Law" -999 "Insufficient data"
Nr of obs = 10	min. 3 - max. 9
fairtrdiscrdisability3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 3 "Disability Law" 4 "Other Law" -999 "Insufficient data"
No observations	
fairtrdiscrdisability4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 3 "Disability Law" 4 "Other Law" -999 "Insufficient data"
No observations	
fairtrdiscrcheckunionmembership	Scoring question 39 (XI): Trade union membership and related activities
Numerical	0 "No" 1 "Yes"
Nr of obs = 628	min. 0 - max. 1
fairtrdiscrunionmembership	Where can this provision be found?
Text	
fairtrdiscrunionmembership0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 10 "Trade Union Law" -999 "Insufficient data"
Nr of obs = 413	min. -999 - max. 10
fairtrdiscrunionmembership1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 10 "Trade Union Law" -999 "Insufficient data"
Nr of obs = 54	min. 2 - max. 9
fairtrdiscrunionmembership2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 10 "Trade Union Law" -999 "Insufficient data"
No observations	
fairtrdiscrunionmembership3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 10 "Trade Union Law" -999 "Insufficient data"
No observations	
fairtrdiscrunionmembership4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" 10 "Trade Union Law" -999 "Insufficient data"
No observations	
fairtrdiscrchecklanguage	Scoring question 39 (XII): Language
Numerical	0 "No" 1 "Yes"
Nr of obs = 631	min. 0 - max. 1
fairtrdiscrlanguage	Where can this provision be found?
Text	
fairtrdiscrlanguage0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"

Variable	Variable and value labels
Nr of obs = 315	min. 1 - max. 9
fairtdisclanguage1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 141	min. 2 - max. 9
fairtdisclanguage2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 15	min. 9 - max. 9
fairtdisclanguage3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdisclanguage4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrchecksexorient	Scoring question 39 (XIII): Sexual orientation
Numerical	0 "No" 1 "Yes"
Nr of obs = 627	min. 0 - max. 1
fairtdiscrsexorient	Where can this provision be found?
Text	
fairtdiscrsexorient0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 288	min. -999 - max. 9
fairtdiscrsexorient1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 98	min. -999 - max. 9
fairtdiscrsexorient2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrsexorient3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrsexorient4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrcheckmaritalstatus	Scoring question 39 (XIV): Marital status
Numerical	0 "No" 1 "Yes"
Nr of obs = 628	min. 0 - max. 1
fairtdiscrmaritalstatus	Where can this provision be found?
Text	
fairtdiscrmaritalstatus0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 278	min. 1 - max. 9
fairtdiscrmaritalstatus1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 50	min. 2 - max. 9
fairtdiscrmaritalstatus2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"

Variable	Variable and value labels
No observations	
fairtdiscrmaritalstatus3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrmaritalstatus4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrcheckphysicalapp	Scoring question 39 (XV): Physical appearance
Numerical	0 "No" 1 "Yes"
Nr of obs = 622	min. 0 - max. 1
fairtdiscrphysicalapp	Where can this provision be found?
Text	
fairtdiscrphysicalapp0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 73	min. 1 - max. 9
fairtdiscrphysicalapp1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 20	min. 2 - max. 9
fairtdiscrphysicalapp2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrphysicalapp3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrphysicalapp4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrcheckpregnancy	Scoring question 39 (XVI): Pregnancy / Maternity
Numerical	0 "No" 1 "Yes"
Nr of obs = 628	min. 0 - max. 1
fairtdiscrpregnancy	Where can this provision be found?
Text	
fairtdiscrpregnancy0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 280	min. -999 - max. 9
fairtdiscrpregnancy1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
Nr of obs = 27	min. 2 - max. 9
fairtdiscrpregnancy2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrpregnancy3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	
fairtdiscrpregnancy4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Equality Law" -999 "Insufficient data"
No observations	

Variable	Variable and value labels
fairtreatmentrighttoworkcheck	Scoring question 40: Can women work in the same industries as men without any stereotyping on the basis of gender?
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
TOPIC 17: MINORS AND YOUTH (11/13)	
childrenatworkregulations	Select Regulations that are applicable
Text	
childrenatworkregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 482	min. 24001 - max. 894001
childrenatworkregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 332	min. 24011 - max. 894006
childrenatworkregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 127	min. 24012 - max. 894012
childrenatworkregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 30	min. 31035 - max. 818011
childrenatworkregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 10	min. 112045 - max. 120022
childrenatworkunder15minage	What is the minimum age to enter into employment?
Numerical	-1 "No minimum age" -999 "Insufficient data"
Nr of obs = 637	min. -999 - max. 18
childrenatworkunder15education	What is the compulsory education age in the country? (in YEARS)
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 644	min. -999 - max. 18
childrenatworkunder15check	Scoring question 41: Does the law prohibit employment of children under the age of 15 years (14 years for low-income and lower-middle-income economies)?
Numerical	0 "No" 1 "Yes"
Nr of obs = 727	min. 0 - max. 1
childrenatworkhazardousworkmin	What is the minimum age for hazardous work?
Numerical	-1 "No minimum age" -999 "Insufficient data"
Nr of obs = 639	min. -999 - max. 18
childrenatworkovertimeprohibited	Is overtime work prohibited under the age of 18?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 728	min. -7 - max. 1
childrenatworknightworkprohibitd	Is night work prohibited under the age of 18?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 728	min. -7 - max. 1
childrenatworkhazardousworkcheck	Scoring question 42: Does the law prohibit employment of children in hazardous work under the age of 18 years?

Variable	Variable and value labels
Numerical	0 "No" 1 "Yes"
Nr of obs = 728	min. 0 - max. 1
TOPIC 18: FORCED LABOUR (12/13)	
forcedbondedregulations	Select Regulations that are applicable
Text	
forcedbondedregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 474	min. 24001 - max. 894001
forcedbondedregulations1	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 365	min. 24009 - max. 894006
forcedbondedregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 157	min. 31003 - max. 894011
forcedbondedregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 49	min. 31010 - max. 894013
forcedbondedregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 9	min. 31036 - max. 120019
forcedbondedrighttoquitcheck	Scoring question 43: Does the law (constitution, labour code, special law or penal code) prohibit forced labour?
Numerical	0 "No" 1 "Yes"
Nr of obs = 689	min. 0 - max. 1
forcedbondedrighttoquitfound	Where can this provision be found?
Text	
forcedbondedrighttoquitfound0	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Antitrafficking Law / Criminal Code" -999 "Insufficient data"
Nr of obs = 534	min. 1 - max. 9
forcedbondedrighttoquitfound1	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Antitrafficking Law / Criminal Code" -999 "Insufficient data"
Nr of obs = 337	min. 2 - max. 9
forcedbondedrighttoquitfound2	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Antitrafficking Law / Criminal Code" -999 "Insufficient data"
Nr of obs = 95	min. 9 - max. 9
forcedbondedrighttoquitfound3	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Antitrafficking Law / Criminal Code" -999 "Insufficient data"
No observations	
forcedbondedrighttoquitfound4	Where can this provision be found?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Antitrafficking Law / Criminal Code" -999 "Insufficient data"
No observations	
forcedbondedrighttoquitsanctions	What are the sanctions?

Variable	Variable and value labels
Text	
forcedbondedrighttoquitsanction0	What are the sanctions?
Numerical	1 "Fine" 2 "Imprisonment" 9 "Both" -999 "Insufficient data"
Nr of obs = 520	min. -999 - max. 9
forcedbondedrighttoquitsanction1	What are the sanctions?
Numerical	1 "Fine" 2 "Imprisonment" 9 "Both" -999 "Insufficient data"
Nr of obs = 7	min. 2 - max. 2
forcedbondedrighttoquitsanction2	What are the sanctions?
Numerical	1 "Fine" 2 "Imprisonment" 9 "Both" -999 "Insufficient data"
Nr of obs = 1	min. 9 - max. 9
forcedbondedrighttoquitsanction3	What are the sanctions?
Numerical	1 "Fine" 2 "Imprisonment" 9 "Both" -999 "Insufficient data"
No observations	
forcedbondedrighttoquitsanction4	What are the sanctions?
Numerical	1 "Fine" 2 "Imprisonment" 9 "Both" -999 "Insufficient data"
No observations	
forcedbondedlabourresignnotice	How much time before resigning is the worker with 5 years of service required to serve notice? (in DAYS)
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 562	min. -999 - max. 115
forcedbondedchooseoccupation	Does the Constitution provide for the right to choose occupation/profession?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 627	min. -7 - max. 1
forcedbondedlabourcheck	Scoring question 44: Does the law allow workers to change jobs without pressure (can a worker terminate the contract after serving reasonable notice - not longer than what is required for the employer)?
Numerical	0 "No" 1 "Yes"
Nr of obs = 628	min. 1 - max. 1
forcedbondedconditionovertime	Scoring Question 45: Does the law require that the total working hours including overtime dont exceed 56 hours per week?
Numerical	0 "No" 1 "Yes"
Nr of obs = 633	min. 0 - max. 1
forcedbondedconditionmaxovertime	What is the maximum number of working hours per week (including overtime and normal working hours)?
Numerical	-99 "No provision" -999 "Insufficient data"
Nr of obs = 558	min. -999 - max. 72
TOPIC 19: TRADE UNIONS (13/13)	
turightsregulations	Select Regulations that are applicable
Text	
turightsregulations0	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 481	min. 24001 - max. 894006
turightsregulations1	See labelset LEGISLATION

Variable	Variable and value labels
Numerical	labelset legislation_name
Nr of obs = 421	min. 24009 - max. 894014
turightsregulations2	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 181	min. 24013 - max. 752016
turightsregulations3	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 88	min. 24014 - max. 643044
turightsregulations4	See labelset LEGISLATION
Numerical	labelset legislation_name
Nr of obs = 24	min. 112050 - max. 643045
turightsfreedomtojoincheck	Scoring question 46: Does the law (Constitution, Labour Code, Trade Union Law) allow workers to form and join unions/associations?
Numerical	0 "No" 1 "Yes"
Nr of obs = 677	min. 0 - max. 1
turightsfreedomtojoinprovided	Where is the right to form unions/associations provided?
Text	
turightsfreedomtojoinprovided0	Where is the right to form unions/associations provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" -999 "Insufficient data"
Nr of obs = 553	min. -999 - max. 9
turightsfreedomtojoinprovided1	Where is the right to form unions/associations provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" -999 "Insufficient data"
Nr of obs = 463	min. 2 - max. 9
turightsfreedomtojoinprovided2	Where is the right to form unions/associations provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" -999 "Insufficient data"
Nr of obs = 73	min. 9 - max. 9
turightsfreedomtojoinprovided3	Where is the right to form unions/associations provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" -999 "Insufficient data"
No observations	
turightsfreedomtojoinprovided4	Where is the right to form unions/associations provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" -999 "Insufficient data"
No observations	
turightsfreedomtojoinmarket	Is the right to join and form a union provided for the market sector?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
No observations	
turightsfreedomtojoingovernment	Is the right to join and form a union provided for the government sector?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
No observations	
turightsfreedomtojoinrestriction	Scoring question 47: Does the law (Labour Code, Trade Union Law, Constitution) provide for the right to form and join association with very limited exclusions/restrictions (e.g. narrow definition of supervisor)?
Numerical	0 "No" 1 "Yes"

Variable	Variable and value labels
Nr of obs = 627	min. 0 - max. 1
turightsfreedomcbcheck	Scoring question 48: Does the law (Constitution, Labour Code, Trade Union Law, Collective Bargaining Law) allow collective bargaining?
Numerical	0 "No" 1 "Yes"
Nr of obs = 666	min. 0 - max. 1
turightsfreedomcbprovided	Where is the right to collective bargaining provided?
Text	
turightsfreedomcbprovided0	Where is the right to collective bargaining provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Collective Bargaining Law" -999 "Insufficient data"
Nr of obs = 546	min. -999 - max. 99
turightsfreedomcbprovided1	Where is the right to collective bargaining provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Collective Bargaining Law" -999 "Insufficient data"
Nr of obs = 272	min. 2 - max. 99
turightsfreedomcbprovided2	Where is the right to collective bargaining provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Collective Bargaining Law" -999 "Insufficient data"
Nr of obs = 49	min. 9 - max. 99
turightsfreedomcbprovided3	Where is the right to collective bargaining provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Collective Bargaining Law" -999 "Insufficient data"
Nr of obs = 21	min. 99 - max. 99
turightsfreedomcbprovided4	Where is the right to collective bargaining provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Collective Bargaining Law" -999 "Insufficient data"
No observations	
turightsfreedomcbmarket	Is the right to collective bargaining provided for the market sector?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 432	min. -7 - max. 1
turightsfreedomcbgovernment	Is the right to collective bargaining provided for the government sector?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 432	min. -7 - max. 1
turightsfreedomcbregistration	Do collective agreements need to be sent to a governmental agency for formal registration?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 430	min. -7 - max. 1
turightsfreedomcbregistragency	What is the name of this agency?
Text	
turightsfreedomcbratification	Do collective agreements need to be ratified?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 430	min. -7 - max. 1
turightsfreedomcbsignatories	Can any organisation, stating they represent workers, enter into collective bargaining?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 430	min. -7 - max. 1
turightsfreedomcbsignthreshold	Do organisation have to qualify by membership threshold before entering into collective bargaining?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"

Variable	Variable and value labels
No observations	
turightsfreedomcbsignthresldtxt	Please specify membership threshold:
Text	
turightsfreedomcbsignother	Do organisations have to qualify by other criteria before entering into collective bargaining?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
No observations	
turightsfreedomcbsignothertxt	Please specify:
Text	
turightsfreedomcbcouncil	Does the law provide for an institutionalized tripartite council concerning social and economic policy?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 434	min. -7 - max. 1
turightsfreedomcbcommercecheck	Are any industry-wide agreements in place in the commerce sector?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 244	min. -7 - max. 1
turightsfreedomcbcommerceext	Is mandatory extension of collective agreements to a whole industry in place?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
No observations	
turightsfreedomcbcommerceregistr	Does the law require employers organisations to be registered when they engage in industry-wide collective bargaining?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
No observations	
turightsfreedomcbcommercepriorit	Can the legislator prioritize one trade union over another for collective bargaining?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
No observations	
turightstostrikecheck	Scoring question 49: Does the law (Constitution, Labour Code, Trade Union Law, Strike Law) provide for the right to strike?
Numerical	0 "No" 1 "Yes"
Nr of obs = 668	min. 0 - max. 1
turightstostrikeprovided	Where is the right to strike provided?
Text	
turightstostrikeprovided0	Where is the right to strike provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Strike Law / Collective Labour Disputes Law" -999 "Insufficient data"
Nr of obs = 533	min. -999 - max. 99
turightstostrikeprovided1	Where is the right to strike provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Strike Law / Collective Labour Disputes Law" -999 "Insufficient data"
Nr of obs = 414	min. 2 - max. 99
turightstostrikeprovided2	Where is the right to strike provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Strike Law / Collective Labour Disputes Law" -999 "Insufficient data"
Nr of obs =	min. 9 - max. 99
turightstostrikeprovided3	Where is the right to strike provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Strike Law / Collective Labour Disputes Law" -999 "Insufficient data"
No observations	

Variable	Variable and value labels
turightstostrikeprovided4	Where is the right to strike provided?
Numerical	1 "Constitution" 2 "Labour Code" 9 "Trade Union Law" 99 "Strike Law / Collective Labour Disputes Law" -999 "Insufficient data"
No observations	
turightstostrikemarket	Is the right to strike provided for the market sector?
Numerical	0 "No" 1 "Yes" -7 "Insufficient data"
Nr of obs = 438	min. 0 - max. 1
turightstostrikegovernment	Is the right to strike provided for the government sector?

3. VALUE LABELS OF INDUSTRY VARIABLE IN DATABASE

Table 2. Value labels of industry variable NACE2002 in database

Value	Label
100	Agriculture, forestry, fishing
300	Extraction, mining, quarrying
400	Manufacturing
500	Waste treatment, sanitation, supply of electricity, gas and water
600	Construction, technical consultancy
701	Wholesale
702	Retail trade
800	Hospitality, catering, tourism
900	Transport, logistics, communication
1000	Financial services, banking, insurance
1100	Real estate, renting, call centres
1200	Public administration, police, interest groups
1300	Education, research
1400	Healthcare, caring services, social work, personal services
1700	Security, cleaning, homework
2200	Publishing, printing, media
5000	Trade, fuelling and repair of motor vehicles
7200	ICT services
7400	Legal and market consultancy, business activities
9200	Entertainment, culture, sports

4. VALUE LABELS OF JOB TYPE VARIABLE IN DATABASE

Table 3. Value labels of job type variable jobtypeprobat in database

Value	Label
8	Clerks
13	Domestic Workers
17	General Workers
19	Labourers
21	Managers
29	Qualified skilled worker
32	Supervisor
34	Unskilled workers
39	Watchman
46	Manager, Executive and Similar
118	Manual worker
128	Accounts assistant
228	Technician
267	Regular employees
268	Specialized workers
384	Social work, technical
518	Head of the Department
520	Technicians and associate professionals
999	Other

5. VALUE LABELS OF BANK HOLIDAYS VARIABLE IN DATABASE

Table 4. Value labels of job type variable legal bank holidays in database

Value	Label
1	All Saints Day / Day of the Leaders of the Bulgarian National Revival
2	Armed Forces Day
3	Ascension Day (fortieth day after Easter)
4	Assumption of Mary / Assumption Day / Asuncion Foundation Day / South Korea Independence/ Liberation Day (Kwang Bok Jul) / Afghanistans National Mourning Day / Asuncion Foundation Day / Mothers Day in Costa-Rica / Indias Independence Day (15th August)
5	Birthday of the Prophet Muhammad / Prophet PBUH Birthday / Mouloud / Eid Milad-un-Nabi (twelfth day of Rabi)
6	Christmas Day / Family Day / Quaid-e-Azam Day (25th December)
7	Togos Day of the Martyrs / Boliviaa Andean New Year (21st June)
8	Easter Monday / Sham el-Nessim / lundi de Pâques (day after Easter)
9	Easter Sunday (first Sunday after the full moon following 21st March)
10	Eid ul-Adha / Greater Bairam / Feast of Sacrifice / Tabaski / Kurban Bayram - First day (tenth day of Zul Hejah)
11	Eid-El-Fitr / Eid ul-Fitr / Lesser Bairam / End of Ramadan / Korite - First day (first day of Shawal)
12	Togos Independence Day / Freedom Day / Kings Day / Slovenias Resistance Day (27th April)
13	Army Day / Feast of the Sacred Heart/ St. Peter & Pauls Day (30th June)
14	Islamic New Year / Hejira New Year (first day of Moharram)
15	International Labour Day / Workers Day / May Day / Vappu / National Holiday / Labour and International Workers Solidarity Day / Holiday of the unity of Kazakh nation (1st May)
16	Chile Independence Day (18th September)
17	Army Day / Nepals Constitution Day (19th September)
18	Day of elaboration of the official census
19	New Years Day / Day of the Establishment of the Slovak Republic (1st January)
20	John Chilembwe Day (15th January)
21	Pentecost Monday / Whit Monday / Monday of the Holy Spirit (day after Pentecost / seventh Monday after Easter)
22	Regional Holiday / Bolivia Carnival (28th February)
23	Spain Regional Holiday / Turkeys National Sovereignty and Childrens Day (23rd April)
24	Revolution Day in Egypt / Omans Renaissance Day (23rd July)
25	Womens Day / Tutsi Genocide Memorial Day / Sheikh Abeid Amani Karume Day (7th April)
26	Pre-Greater Bairam Day / Arafat Day (ninth day of Zul Hejah)
27	Good Friday / Holy Friday (second day before Easter)
28	Madaraka Day / International Childrens Day / Indonesias Pancasila Day (1st June)
29	Human Rights Day / Vernal Equinox Day / Iraqs Spring Day / Namibia Independence Day (21st March)
30	National Womens Day (9th August)
31	Freedom and Democracy Day / National Revival Day (17th November)
32	Youth Day / National Day Sweden (16th June)
33	Heritage Day / Cambodias Constitutional Day (24th September)
34	Peace & Reconciliation Day / Independence Day (4th October)

Value	Label
35	Municipal Holiday Spain / National Day Vietnam (2nd September)
36	Battle of Boqueron Day (29th September)
37	Commemoration of the 1947 Rebellion (29th March)
38	Pentecost Sunday / Whit Sunday / Pinsedag / Rusalii
39	National Heroes Day (1st February)
40	Rwandan Liberation Day (4th July)
41	Umuganura Day (first Friday of August)
42	Moi Day (10th October)
43	Jamhuri (Independence) Day (12th December)
44	Dewali / Deepavali
45	Union Day (26th April)
46	Mashujaa Day in Kenya / Guatemalas Revolution Day (20th October)
47	Zanzibar Revolution day (12th January)
48	Peasant Day (8th August)
49	Republic Day (9th December)
50	Epiphany/Timket (19th January)
51	Derg Downfall Day in Ethiopia / Day of the Republic in Azerbaijan (28th May)
52	Independance Day Afghanistan
53	Finding of the True Cross (27th September)
54	National Holiday (21st July)
55	National Day of the Republic of Kazakhstan Independence / Bahraains National Holiday (17th December)
56	Kazakhstans Day of Defender of the Fatherland (07th May)
57	Patriots Victory Day / Netherlands Liberation Day / Childrens Day (5th May)
58	Ethiopian Victory at Adwa Day / Angolan Women Day / Myanmars Peasants DAY (2nd March)
59	Saint Peter and Saint Pauls Day (29th June)
60	Chinese New Year (28th January)
61	Day of Silence (28th March)
62	Vesak / Vesākha / Wesak / Buddha Purnima / Buddha Day (determined by the traditional lunar calendar)
63	Ascension of Prophet Muhammad (Isra Miraj)
64	Day of the Basque Country (25th October)
65	Founders Day / Jum 1-Indipendenza (21st September)
66	Farmers Day (4th December)
67	Victory day over the Genocidal Regime Christmas Holiday (7th January)
68	Japanese National Foundation Day (11th February)
69	Nepali New Years Day (1st April)
70	Holi (also called Fagu Purnima and is celebrated on the last full moon day of the Hindu lunisolar calendar month)
71	King Norodom Sihamonis Birthday (13th May)
72	Coronation Day of King Sihamoni (29th October)
73	Memorial Day (26th May)
74	Ex-Queen Norodom Monineaths Birthday (18th June)
75	Cambodia Pchum Ben Days (Ancestors Day) (10th September)
76	Mahashivaratri (based on the Hindu Lunar Calendar)
77	King Fathers Commemoration Day / Anniversary of the 1987 coup d'état in Burkina Faso / Evacuation Day in Tunisia (15th October)

Value	Label
78	Comprehensive Peace Agreement Day (9th January)
79	Water Festival (21st November)
80	Holy Thursday / Maundy Thursday / Covenant Thursday / Sheer Thursday / Thursday of Mysteries (Thursday before Easter)
81	Malawi Independence Day / Kazakhstans Day of Capital / Czech Republics Jan Hus Day / Day of the State (Coronation of King Mindaugas of Lithuania) (06th July)
82	Fathers Day (first Sunday of June)
83	Feast of San Salvador (3rd - 6th August)
84	All Souls Day (2nd November)
85	Summer Bank holiday
86	Guanacaste Day
87	Virgin of Los Angeles Day (2nd August)
88	Mothers Day (first Sunday of May)
89	Day of Cultures / Columbus Day / Spain National Day (12th October)
90	Saint Josephs Day (19th March)
91	Day of the Constitution of the Republic of Kazakhstan / Turkeys Victory Day (30th August)
92	Corpus Christi / Corpus Domini (Thursday or Sunday after the first Sunday after Pentecost)
93	Feast of the Sacred Heart
94	Armed Forces Day / Francisco Morazans Birthday Honduras (6th October)
95	Battle of Boyacá (7th August)
96	Liberation Day / Liberty Day / Sinai Liberation Day (25th April)
97	Russias New Year Holiday (3rd January)
98	Day of Remembrance for Truth and Justice
99	May Revolution
100	Flag Day / Swedens Midsummer Eve (20th June)
101	Death of San Martin
102	Commemoration of the Assassination of President Ntaryamira (6th April)
103	Commemoration of the Assassination of Prince Louis Rwagasore (13th October)
104	Commemoration of the Assassination of President Ndadaye (21st October)
105	Victory of Adwa
106	Ethiopian Easter
107	Russias New Year Holiday (5th January)
108	Slovak National Uprising anniversary (29th August)
109	Ethiopian New Year / National Day of Catalonia (11th September)
110	Meskel / Discovery of the True Cross
111	Holy Saturday (Saturday before Easter) / Saturday following Good Friday
112	Navy Day / Malta Independence Day / Namibian Africa Day (21st May)
113	Lady of Carmen Day (16th July)
114	Reformation Day (31st October)
115	Day of elaboration of the official census
116	Armistice Day / National Independence Day of Angola / Independence of Cartagena (11th November)
117	1848 Revolution Day / Expansion of Armed Struggle for National Liberation Day (15th March)
118	Saint Stephens Day / Day of Restoration of Independence (20th August)
119	Hungarian Revolution of 1956 / Paris Peace Agreement Day / Libiyan Liberation Day (23rd October)
120	Saint Stephens Day / Day after Christmas / Boxing Day / Second day of Christmas / Day of Goodwill / Namibian Family Day / Independence & Unity Day (26th December)
121	Victory Day / Liberation Day (8th May)

Value	Label
122	National Day / National Naadam holiday/Anniversary of the Mongolian Peoples Revolution - Fourth Day / Republic Day Iraq (14th July)
123	Festival of Santo Domingo de Guzman / Benin Independence Day / Gabon National Day (1st August)
124	Croatias Independence Day / C.A. Independence Day / Slovakias Day of Our Lady of Sorrows / Return to the Motherland (15th September)
125	Battle of San Jacinto Day (14th September)
126	Russias New Year Holiday (8th January)
127	Eid ul-Adha / Greater Bairam / Feast of Sacrifice / Tabaski / Kurban Bayram - Second day (eleventh day of Zul Hejah)
128	Eid-El-Fitr / Eid-ul-Fitr / Lesser Bairam / End of Ramadan / Korite- Second day (second day of Shawal)
129	Saints Cyril and Methodius Day / Cape Verdes Independence Day (5th July)
130	Day of the Constitution of the Slovak Republic (1st September)
131	Czech Statehood Day (28th September)
132	Czech Republics Independence Day / Ochi Day / Ohi Day (28th October)
133	Christmas Eve (24th December)
134	Epiphany / Russias New Year Holiday / Christmas for the Armenian Orthodox communities / Iraqs Army Day 1921 (6th January)
135	Midsummers Eve / Croatias Anti-Fascist Struggle Day (22nd June)
136	Independence Day / Spain Constitution Day (6th December)
137	Clean Monday / Pure Monday / Ash Monday / Shrove Monday / Monday of Lent / Green Monday (beginning of the 7th week before Easter Sunday)
138	Independence Day Greece / Annunciation Day/Revolution Day in Cyprus/Holi in India (25th March)
139	Independence Day Peru (28th July)
140	St Patricks Day (17th March)
141	The first Monday in May
142	The first Monday in June
143	Heros Day (first Monday in July)
144	Farmers Day (first Monday in August)
145	The last Monday in October
146	Republic Day (2nd June)
147	Immaculate Conception / Virgin of Caacupe Day / National Youth Day (8th December)
148	Patron Saints Festival (different in every city)
149	National Concord Day / (24th April)
150	Anniversary of the Proclamation of Independence (3rd August)
151	National Holiday / Kaiyin New Year / Independence Day of Qatar (18th December)
152	Pentecost (fifty days / seven weeks after Easter)
153	Heroes Day (4th March)
154	Paraguay Independence Day / Kamuzu Day / King Norodom Sihamonis Birthday (14th May)
155	Paraguay Independence Day / King Norodom Sihamonis Birthday (15th May)
156	Chaco Armistice Day / Day of Russia (12th June)
157	Day of the Martyrs (3rd June)
158	Perus Battle of Angamos Day / Croatias Independence Day (8th October)
159	Heroes Day (3rd February)
160	Mozambique Independence Day / Croatias Statehood Day / Slovenias National Day (25th June)
161	Mozambiques Victory Day / Brazil Independence Day (7th September)
162	Revolution Day (25th September)
163	Constitution Day / Royal Plowing Ceremony (3rd May)
164	Portugal Day / Malvinas Day (10th June)
165	Day after New Years Day (2nd January)

Value	Label
166	St. Andrew the First Called Protector of Romania / Yemen Independence/Evacuation Day (30th November)
167	Great Union Day / Unification Day / Romania National Day / Chads Day of Freedom and Democracy (1st December)
168	Galician Literature Day Spain (17th May)
169	Argentinas Independence Day / South Sudan Independence Day (9th July)
170	South Sudans Martyrs Day / Moroccan Throne Day (30th July)
171	National Holiday (26th October)
172	Language Martyrs Day (21st February)
173	Independence Day / Malis Martyrs Day/Democracy Day (26th March)
174	Bengali New Years Day / Angolan Youth Day / Day of the Americas / Khmer New Year Day / Myanmar Thingyan Festival - Second Day (14th April)
175	Laylatul Baraah / Laylatun Nisfe min Shaban / Shab-e-barat (the night preceeding Mid-Shaban, the 15th day of the month of shaaban)
176	Laylat al-Qadr / Shab-e-Qadr / Night of Destiny / Night of Power / Night of Value / Night of Decree / Night of Measures (around the last ten days of Ramadan, generally on the 23rd, 25th, or 27th day of the month)
177	Eid-El-Fitr / Eid-ul-Fitr / Lesser Bairam / End of Ramadan / Korite - Third day (third day of Shawal)
178	Krishna Janamashtami / Anniversary of the Death of General José de San Martín / Indonesias Independence Day / Slovenian Merger with the Parent Nation / Gabon National Day (17th August)
179	Vijayadashami / Durga Puja / Dussehra / Dasara / Dashain / Tenth day of Navratri / Durgotsava / Sharadotsav (determined by the traditional lunar calendar)
180	Eid ul-Adha / Greater Bairam / Feast of Sacrifice / Tabaski - Third day (twelfth day of Zul Hejah)
181	Day of Ashura (tenth day of Muharram)
182	Victory Day / Reconciliation Day / National Day of the Republic of Kazakhstan Independence / Bahraains National Holidays (16th December)
183	Day of the Liberation of Bulgaria from Ottoman Domination / National Day / Martyrs Day (3rd March)
184	St.Georges Day / Day of Valour / Bulgarian Armed Forces Day (6th May)
185	Day of Bulgarian Education and Culture and of Slavonic Letters (24th May)
186	Unification Day (6th September)
187	Bulgarian Independence Day / Malis Independence Day / Autumnal Equinox Day (22nd September)
188	Independence Day and Anniversary of the Republic of Estonia (24th February)
189	Victory Day / Birthday of the Grand Duke / Midsummer Day - first day (23rd June)
190	Midsummer Day - second day / St. Johns Day / Day of Dew (24th June)
191	Latvian Declaration of Independence Day / Japans Greenery Day / Namibia Cassinga Day (4th May)
192	National Heroes Day (09th June)
193	Latvian Independence Day / Omans National Day (18th November)
194	New Years Eve / Day of Solidarity of World Azerbaijanis (31st December)
195	Day of Re-establishment of the State of Lithuania (16th February)
196	Day of Re-establishment of Lithuanias Independence / Moshoeshoes Day (11th March)
197	General Prayers Day (fourth day after Easter)
198	Day of German Unity / Chinas National Day / National Iraqi Day / South Korea National Foundation Day (Kae Chun Jul) (3rd October)
199	Feast of St. Paul ´s Shipwreck (10th February)
200	Jum il-Helsien (31st March)
201	Sette Giugno (7th June)
202	Jum il-Vittorja / Spain Regional Holiday / Cambodia Pchum Ben Days (8th September)
203	SPLA (Sudan Peoples Liberation Army) Day (16th May)
204	Jum ir-Repubblika (13th December)

Value	Label
205	Africa Day / Day of the Liberation of African Continent / Heroes Day / Anniversary of the 1810 Revolution Argentina/ Independence Day of Jordan (25th May)
206	Kings Birthday (17th July)
207	Fathers Day (17th June)
208	Municipal Employee Day / Rural Workers Day / St. James / Annexation of Guanacaste in Costa-Rica / Tunisias Republic Day (25th July)
209	Womens Day (8th March)
210	Day of Victory over Fascism / Ukraine - Day of Victory over Nazism in World War II / Victory Day of Kazakhstan (9th May)
211	NRM Day / Republic Day (26th January)
212	Day of National Salvation of the people of Azerbaijan (15th june)
213	Day of Armed Forces of the Republic of Azerbaijan / Madagascar Independence day (26th June)
214	Independence Day of Azerbaijan (18th October)
215	Day of the State flag of the Republic of Azerbaijan / Iqbal Day / Cambodian Independence Day (9th November)
216	Constitution Day (12th November)
217	Novruz (day 1)
218	Novruz (day 2)
219	Novruz (day 3)
220	Novruz (day 4)
221	Novruz (day 5)
222	Day of Defender of the Fatherland (23rd February)
223	Russias National Unity Day (4th November)
224	Martyrs Day / Independance Day Peru (29th July)
225	Thai Pongal Day
226	Radunica - Orthodox Easter
227	Independence Day of the Republic of Belarus (Republic Day) (3rd July)
228	October Revolution Day (7th November)
229	Day of the Constitution of Ukraine (28th June)
230	Independence Day of Ukraine (24th August)
231	Defender Day of Ukraine / Mwalimu Nyerere Day / Yemens Revolution Day II (14th October)
232	Trinity
233	Spain Regional Holiday / Kings Birthday / Day after Labours Day (2nd May)
234	Unity Day (Tuesday following Heroes Day)
235	Kashmir Day / Reconciliation Day (5th February)
236	Day of Ashura - (eleventh day of Muharram)
237	Pakistan Day (23rd March)
238	Pakistans Independence Day / Moroccan Oued Ed-Dahab Day (14th August)
239	National Day of the Armed Struggle / Sri Lankas National Day (4th February)
240	Peace and National Reconciliation Day / Senegalese Independence Day / Lesothos Heroes Day (04th April)
241	Founder of the Nation and Heroes day (17th September)
242	Colonial Repression Martyrs Day / Russias New Year Holiday (04th January)
243	International Trade Fair/Saba Saba Day / Unofficial Holiday in Yemen (07th July)
244	International Human Rights Day / Magel de Touba / Victory Day Iraq / Day of the Namibian Woman and International Human Rights Day (10th December)
245	Independence Day / Mahatama Gandhis Birthday / Chinas National Day (2nd October)
246	National holiday of the Second Republic (3rd April)
247	Independence Day (March 06)

Value	Label
248	Republic Day / Rwandan Independence Day / Burundi Independence day (1st July)
249	Liberation Day / Democracy Day (13th January)
250	Mothers Day in Malawi / Japans Health and Sports Day (2nd Monday of October)
251	Zambia Youth Day (12th March)
252	Independence Day (24th October)
253	Tiradentes Day / Myanmar New Year celebrations - Tenth Day / Mahavir Jayanti(21st April)
254	Brazils Republic Day / Guru Nanaks Birthday (15th November)
255	Juan Santamaria Day/Anniversary of the establishment of the first Jordanian government in Trans-jordan (11th April)
256	Honduran Armed Forces Day (27th October)
257	Nicaraguas Sandinista Revolution Anniversary / Martyrs Day in Myanmar (19th July)
258	First Monday in February to commemorate Constitutional Holiday
259	Third Monday in March to commemorate Benito Juarez Day
260	Third Monday in November to commemorate Revolution Day
261	16th September
262	local and federal election days
263	December 01 every six years
264	Day of the Veteran and the Fallen in the Malvinas War (2nd April)
265	Colombias Saint Josephs Day (24th March)
266	Costa Ricas Palm Sunday / Myanmar Thingyan Festival - First Day (13th April)
267	Colombias Independence Day (20th July)
268	Vietnams 5 days for the Lunar New Year (can be taken as last one day of the previous Lunar year and first four days of the new Lunar Year OR last two days at the end of the previous Lunar year and first three days of the new Lunar year)
269	King Hung Vuongs Anniversary (10th March)
270	Victory Day (30th April)
271	Victory and Homeland Thanksgiving Day and the Day of Croatian Defenders / Burkina Fasos Independence Day (5th August)
272	The Day of the Unification of the Romanian Principalities (24th January)
273	Early May Bank holiday
274	Spring Bank holiday
275	Ghanas Independence Day (6th March)
276	Day prior to Sinhala and Tamil New Year
277	The Sinhala and Tamil New Year day
278	Vesak Full Moon Poya Day
279	The day after the Full Moon day, in the Sinhala month of Vesak
280	Poson Full Moon Poya Day
281	Adhi-Esala Full Moon Poya Day
282	Binara Full Moon Poya Day
283	Vap Full Moon Poya Day
284	Ill Full Moon Poya Day
285	One day before or after National Day Vietnam
286	Chinese New Year or Spring Festival - First Day
287	Chinas National Day / Nigerias National Day / Cyprus Independence Day (1st October)
288	Mid-autumn day
289	Dragon boating day
290	Tomb Sweeping Day
291	Zimbabwe Independence Day / Myanmar New Year celebrations - Third Day (18th April)

Value	Label
292	Heroes & Defence Forces Days (2nd week of August)
293	Zimbabwes Unity Day / UAEs National Day (22nd December)
294	Lunar New Year or Tsagaan Sar/White Moon - First Day
295	Lunar New Year or Tsagaan Sar/White Moon - Second Day
296	Lunar New Year or Tsagaan Sar/White Moon - Third Day
297	National Naadam holiday/Anniversary of the Mongolian Peoples Revolution - First Day (11th July)
298	National Naadam holiday/Anniversary of the Mongolian Peoples Revolution - Second Day (12th July)
299	National Naadam holiday / Malta Statehood Day / Anniversary of the Mongolian Peoples Revolution - Third Day (13th July)
300	National Naadam holiday/Anniversary of the Mongolian Peoples Revolution - Fifth Day (15th July)
301	Day of the Proclamation of the Peoples Republic (26th November)
302	Genghis Khans Birthday (First day of the first winter month of the year)
303	Independence Day (29th December)
304	Eid-El-Fitr / End of Ramadan - Fourth day (Fourth day of Shawal)
305	Eid ul-Adha - Fourth day (thirteenth day of Zul Hejah)
306	Proclamation of the Republic (11th December)
307	Benins annual party of traditional religions (10th January)
308	Armed Forces Day / Heroes Day (20th January)
309	Baptism of the Prophet Muhammad PBUH
310	National day (25th February)
311	Liberation Day (26th February)
312	Anniversary of the Proclamation of the Republic (28 November)
313	Anniversary of the Proclamation of Independence / National Day / Mountain Day (11th August)
314	Plurinational State Foundation Day (22nd January)
315	Bolivia Carnival (27th February)
316	Bolivian Independence Day (6th August)
317	Cambodia Pchum Ben Days / Birthday of the Yang di-Pertuan Agong (9th September)
318	Chinese New Year - Second Day
319	Chinese New Year - Third Day
320	National Day (31st August)
321	Coming of Age Day (2nd Monday of January)
322	Japans Vernal Equinox Day / Independence Day Tunisia (20th March)
323	Shō wa Day (29th April) / Visakh Bochea Day
324	Marine Day (3rd Monday of July)
325	Independence Day of Lebanon / Cambodia Water Festival (22nd November)
326	Respect for the Aged Day (3rd Monday of September)
327	Autumnal Equinox Day (23rd September)
328	Japans Culture Day (3rd November)
329	Labor Thanksgiving Day / Slovenias Rudolf Maister Day / Cambodia Water Festival (23rd November)
330	Emperors Birthday (23rd December)
331	Revolution & Youth Festival (14th January)
332	Martyrs Day (9th April)
333	Tunisiass Womens Day (13th August)
334	February Carnival Angola
335	Ash Wednesday Angola
336	National Day (12th September)
337	Myanmar New Year celebrations - First Day (12th April)
338	Khmer New Year Days / Myanmar Thingyan Festival - Third Day (15th April)

Value	Label
339	Khmer New Year Days / Myanmar Thingyan Festival - Fourth Day (16th April)
340	Myanmar New Year celebrations - Second Day/ Ram Navami (17th April)
341	Myanmar New Year celebrations - Fourth Day (19th April)
342	Myanmar New Year celebrations - Fifth Day (20th April)
343	Myanmars Union Day (12th February)
344	Full Moon Day of Tabaung
345	Myanmars Army Day (27th March)
346	Full Moon of Kasong
347	Full Moon Day of Waso
348	Full Moon Day of Thadingyut
349	Full Moon Day of Tazaungmone
350	National Day (13th November)
351	Yemens Unity Day (22nd May)
352	Revolution Day I (26th September)
353	Feast of Sacrifice/Aid El Adha (Fifth Day)
354	Prešeren Day/Slovenian Cultural Day (8th February)
355	Ataturk Memorial Youth and Sports Day
356	Eid ul-Adha - Fifth day (fourteenth day of Zul Hejah)
357	Summer Day (14th March)
358	Mother Teresa Beatification Day (October 19)
359	Flag and Independence Day (28th November)
360	Liberation Day (29th November)
361	Burkina Fasos Revolution Day (4th August)
362	Youth Day (11th February)
363	National Day (20th May)
364	Araw ng Kagitingan (9th April)
365	Independence Day (12th June)
366	National Heroes Day (Last Monday of August)
367	Bonifacio Day (30th November)
368	Rizal Day (30th December)
369	EDSA People Power Revolution Anniversary (25th February)
370	Black Saturday
371	Ninoy Aquino Day (21st August)
372	Additional Special (non-working) days (2nd November)
373	Additional Special (non-working) days (24th December)
374	Saint Marons Day (9th February)
375	Victory Day of Azerbaijan (8th November)
376	Victory of the Islamic Revolution of Afghanistan
377	Meakh Bochea Day (31 January)
378	Tihar Vida (based on the new moon of the Hindu month Kartika) (day 1)
379	Tihar Vida (based on the new moon of the Hindu month Kartika) (day 2)
380	Tihar Vida (based on the new moon of the Hindu month Kartika) (day 3)
381	Dashain (start day depends on the moon) (Day 2)
382	Dashain (start day depends on the moon) (Day 3)
383	Dashain (start day depends on the moon) (Day 4)
384	Dashain (start day depends on the moon) (Day 5)
385	Day of Ashura - (nineth day of Muharram)
386	South KoreaIndependence Movement Day (Sam Il Jul) (01st march)

Value	Label
387	South Korea Memorial Day (06 June)
388	Harvest Moon Festival (Chuseok) (by Lunar calendar)
389	Hangul Proclamation Day (09th October)
390	Lunar New Years Day (Seollal) (last day of the year by Lunar calendar)
391	Lunar New Years Day (Seollal) (first day of the year by Lunar calendar)
392	Lunar New Years Day (Seollal) (second day of the year by Lunar calendar)
393	Carnival Day
394	National Hero Day Laurent Désiré KABILA (16th January)
395	National Hero Day Patrice Emery LUMUMBA (17th January)
396	Presidents Day in Botswana (3rd Monday of July)
397	Day following Presidents Day
398	Botswana Independence Day (30th September)
399	Libyan Revolution Day (17th February)
400	Moroccon Independence Manifesto Day (11th January)
401	Namibian Heroes Day (26th August)
402	Maharishi Valmikis Birthday
403	Janamashtami

6. LIST OF DECENT WORK COUNTRIES, DOUBLE CHECKED

Table 5. List of Decent Work Check countries

country_code	DECENT WORK CHECK country
4	Afghanistan
8	Albania
12	Algeria
24	Angola
31	Azerbaijan
32	Argentina
40	Austria
48	Bahrain
50	Bangladesh
56	Belgium
68	Bolivia
72	Botswana
76	Brazil
100	Bulgaria
104	Myanmar
108	Burundi
112	Belarus
116	Cambodia
120	Cameroon
132	Cabo Verde
140	Central African Republic
144	Sri Lanka
148	Chad
152	Chile
156	China
170	Colombia
178	Congo Brazzaville
180	Congo
188	Costa Rica
191	Croatia
196	Cyprus
203	Czech Republic
204	Benin
208	Denmark
222	El Salvador
231	Ethiopia
233	Estonia
246	Finland
250	France
266	Gabon

country_code	DECENT WORK CHECK country
275	Palestine
276	Germany
288	Ghana
300	Greece
320	Guatemala
324	Guinea
340	Honduras
348	Hungary
356	India
360	Indonesia
368	Iraq
372	Ireland
380	Italy
384	Côte d'Ivoire
392	Japan
398	Kazakhstan
400	Jordan
404	Kenya
410	South Korea
414	Kuwait
422	Lebanon
426	Lesotho
428	Latvia
434	Libya
440	Lithuania
442	Luxembourg
450	Madagascar
454	Malawi
458	Malaysia
466	Mali
470	Malta
484	Mexico
496	Mongolia
499	Montenegro
504	Morocco
508	Mozambique
512	Oman
516	Namibia
524	Nepal
528	Netherlands
558	Nicaragua
562	Niger
566	Nigeria
578	Norway
586	Pakistan
600	Paraguay
604	Peru

country_code	DECENT WORK CHECK country
608	Philippines
616	Poland
620	Portugal
634	Qatar
642	Romania
643	Russia
646	Rwanda
682	Saudi Arabia
686	Senegal
703	Slovakia
704	Vietnam
705	Slovenia
710	South Africa
716	Zimbabwe
724	Spain
728	South Sudan
729	Sudan
752	Sweden
768	Togo
784	United Arab Emirates
788	Tunisia
792	Turkey
800	Uganda
804	Ukraine
818	Egypt
826	United Kingdom
834	Tanzania
834	Zanzibar
854	Burkina Faso
887	Yemen
894	Zambia