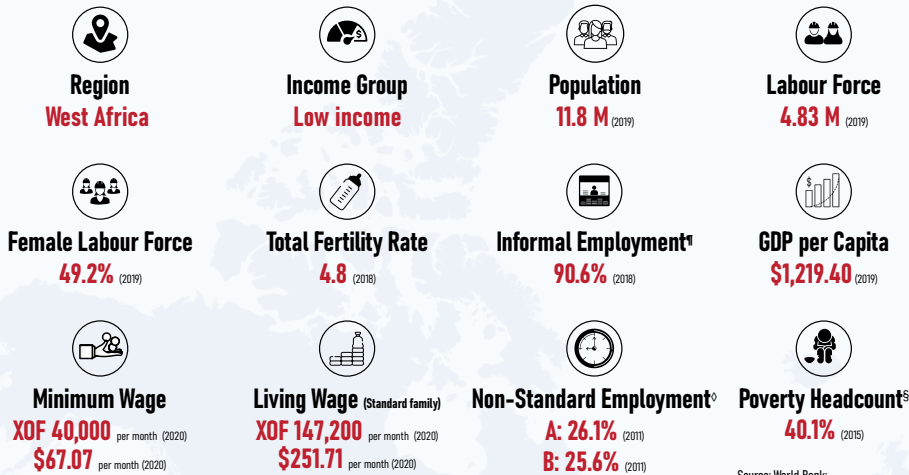
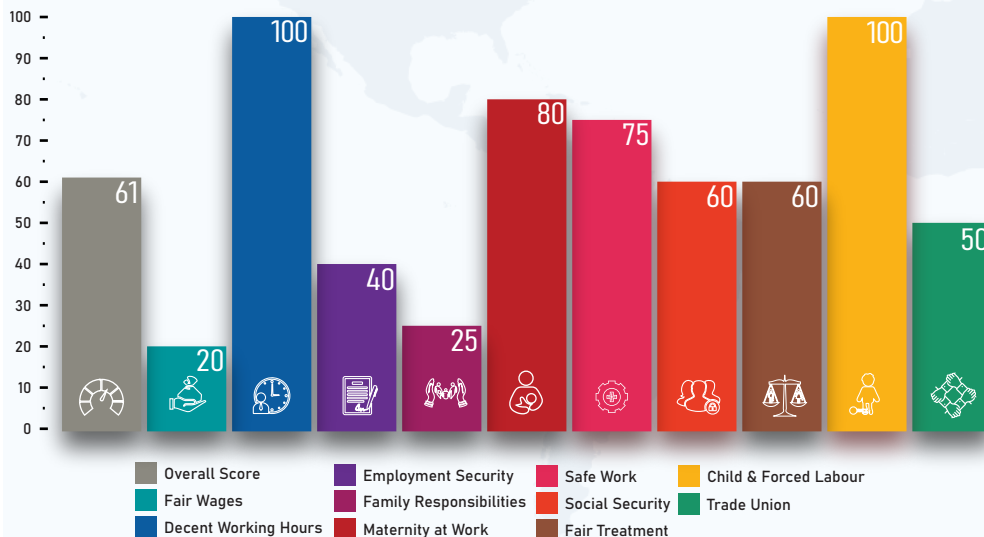


# LABOUR RIGHTS INDEX 2020

## QUICK FACTS



## LEGISLATIVE PERFORMANCE



### Indicator\*

#### 1. Fair Wages

- Minimum wage (statutory or negotiated)
- Regular wage
- Overtime premium ( $\geq 125\%$ )
- Weekly rest work compensation (time-off)
- Night work premium

### Score\*

20

- ✗
- ✓
- ✗
- ✗
- ✗

#### 2. Decent Working Hours

- General working hours ( $\leq 48$  hours per week)
- Maximum working hours ( $\leq 56$  hours per week)
- Weekly rest ( $\geq 24$  hours)
- Paid public holidays
- Annual leave (3 working weeks)

100

- ✓
- ✓
- ✓
- ✓
- ✓

#### 3. Employment Security

- Written employment contract
- Fixed term contract ( $\leq 5$  years)
- Probation period ( $\leq 3$  months)
- Termination notice period (1 month)
- Severance pay ( $\geq 14$  days per year of service)

40

- ✗
- ✗
- ✓
- ✓
- ✗

#### 4. Family Responsibilities

- Parental leave
- Paternity leave ( $\geq 1$  week)
- Flexible working arrangements
- Nursing breaks

25

- ✗
- ✗
- ✗
- ✓

#### 5. Maternity at Work

- Prohibition on inquiring about pregnancy
- Maternity leave ( $\geq 14$  weeks)
- Cash maternity benefits ( $\geq 66.67\%$  of former wage)
- Source of maternity benefits (social insurance or state financing)
- Protection from dismissals (pregnancy/maternity)

80

- ✗
- ✓
- ✓
- ✓
- ✓

### Indicator

#### 6. Safe Work

- Personal protective equipment (free of cost)
- Training on health and safety
- Restriction on work (prejudicial to health of mother or child)
- Employment injury benefits

### Score

75

- ✓
- ✓
- ✗
- ✓

#### 7. Social Security

- Old age pension
- Survivors' pension
- Unemployment benefits
- Sickness benefits ( $\geq 6$  months)
- Invalidity benefits

60

- ✓
- ✓
- ✗
- ✗
- ✓

#### 8. Fair Treatment

- Prohibition of employment discrimination
- Equal remuneration for work of equal value
- Prohibition of sexual harassment
- Absence of restrictions on women's employment
- Basic labour protections for gig workers

60

- ✓
- ✓
- ✓
- ✗
- ✗

#### 9. Child and Forced Labour

- Prohibition on child labour ( $\leq 15$  years)
- Age (employment entry  $\geq$  compulsory schooling)
- Prohibition on hazardous work for under 18
- Prohibition on forced labour

100

- ✓
- ✓
- ✓
- ✓

#### 10. Trade Union

- Right to unionise
- Right to collective bargaining
- Right to strike
- Prohibition on replacing striking workers

50

- ✓
- ✗
- ✗
- ✓

◇ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)  
 § Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1  
 ¶ Share of informal employment in non-agriculture (%), as measured under SDG 8.3.1