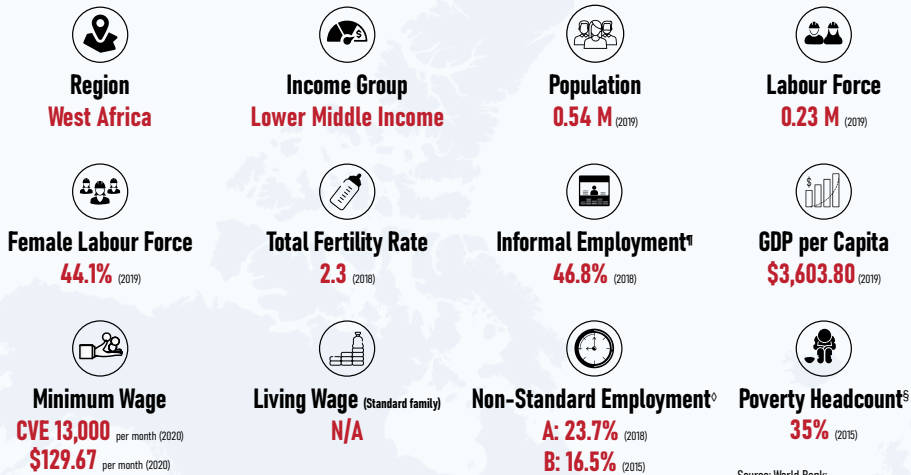


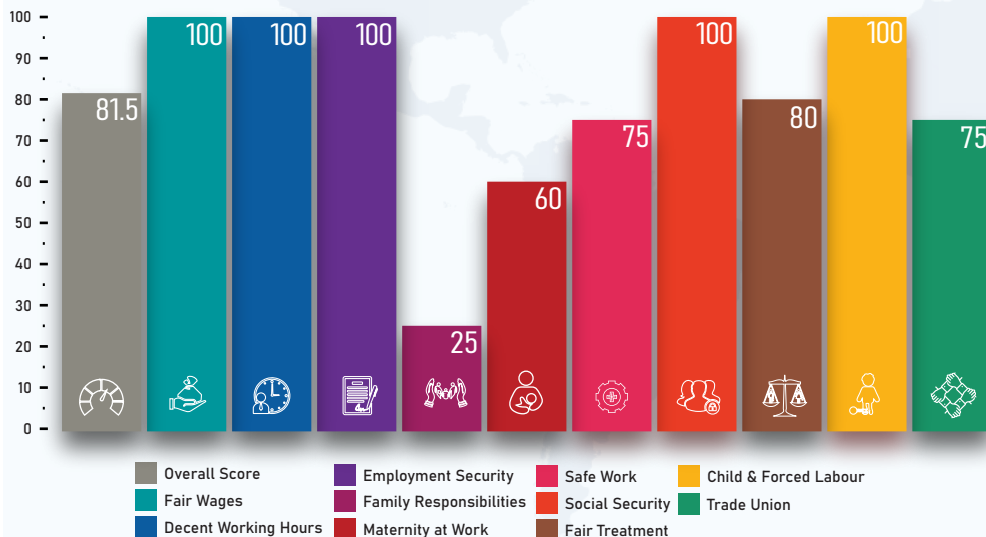


LABOUR RIGHTS INDEX 2020

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

100

- ✓
- ✓
- ✓
- ✓
- ✓

2. Decent Working Hours

- General working hours (≤ 48 hours per week)
- Maximum working hours (≤ 56 hours per week)
- Weekly rest (≥ 24 hours)
- Paid public holidays
- Annual leave (≥ 3 working weeks)

100

- ✓
- ✓
- ✓
- ✓
- ✓

3. Employment Security

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

100

- ✓
- ✓
- ✓
- ✓
- ✓

4. Family Responsibilities

- Parental leave
- Paternity leave (≥ 1 week)
- Flexible working arrangements
- Nursing breaks

25

- ✗
- ✗
- ✗
- ✓

5. Maternity at Work

- Prohibition on inquiring about pregnancy
- Maternity leave (≥ 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)

60

- ✗
- ✗
- ✓
- ✓
- ✓

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 (≥ 6 months)
- Invalidity benefits

100

- ✓
- ✓
- ✓
- ✓
- ✓

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

80

- ✓
- ✗
- ✓
- ✓
- ✓

9. Child and Forced Labour

- Prohibition on child labour (≤ 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

75

- ✓
- ✓
- ✗
- ✓

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