





Indicator

RATING DECENT WORK

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QUICK FACTS



Scandinavia







Minimum Wage Negotiated



Income Group High Income



Total Fertility Rate 1.5 (2018)



Living Wage (Standard family) EUR 1,120 per month (2020) \$1,232.24 per month (2020)



Population 5.52 M (2019)



Informal Employment 5.1% (2018)



Non-Standard Employment

A: 43.9% (2019) B: 15.7% (2019)

Source: World Bank;

Poverty Headcount[§]

Labour Force

2.73 M (2019)

GDP per Capita

\$48.685.90 (2019)

International Labour Organization;

LEGISLATIVE PERFORMANCE



1. Fair Wages	100	6. Safe Wor
Minimum wage (statutory or negotiated)		Personal prot
Regular wage		Training on h
Overtime premium (≥125%)		Restriction or
Weekly rest work compensation (time-off)		Employment
Night work premium	Ø	
2. Decent Working Hours	100	7. Social S
General working hours (≤48 hours per week)		Old age pens
Maximum working hours (≤56 hours per week)	Ø	Survivors' pe
Weekly rest (≥24 hours)	Ø	Unemployme
Paid public holidays		Sickness ben
Annual leave (≥3 working weeks)	Invalidity be	
3. Employment Security	60	8. Fair Trea
Written employment contract		Prohibition of
Fixed term contract (≤5 years)	Ø	Equal remune
Probation period (≤3 months)	8	Prohibition of
Termination notice period (1 month)		Absence of re

1 1 Obdition period (53 mondis)
Termination notice period (1 month)
Severance pay (≥14 days per year of service)
4. Family Responsibilities
Parental leave
Paternity leave (≥1 week)
Flexible working arrangements
Nursing breaks
5. Maternity at Work
Prohibition on inquiring about pregnancy
Maternity leave (≥14 weeks)
Cash maternity benefits (≥66.67% of former wage)
Source of maternity benefits (social insurance or state financing
Protection from dismissals (pregnancy/maternity)
♦ Non-Standard Employment has been defined as

100	6. Safe Work	10
	Personal protective equipment (free of cost) Training on health and safety Restriction on work (prejudicial to health of mother or child) Employment injury benefits	
100	7. Social Security	10
<!--</td--><td>Old age pension Survivors' pension Unemployment benefits Sickness benefits (26 months) Invalidity benefits</td><td></td>	Old age pension Survivors' pension Unemployment benefits Sickness benefits (26 months) Invalidity benefits	
60	8. Fair Treatment	10
∅⊗⊗∅	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	
100	9. Child and Forced Labour	7
<!--</th--><th>Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Prohibition on forced labour</th><th></th>	Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Prohibition on forced labour	
100	10. Trade Union	10
<!--</td--><td>Right to unionise Right to collective bargaining Right to strike Prohibition on replacing striking workers</td><td></td>	Right to unionise Right to collective bargaining Right to strike Prohibition on replacing striking workers	
0	Trombition on replacing striking workers	

- 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