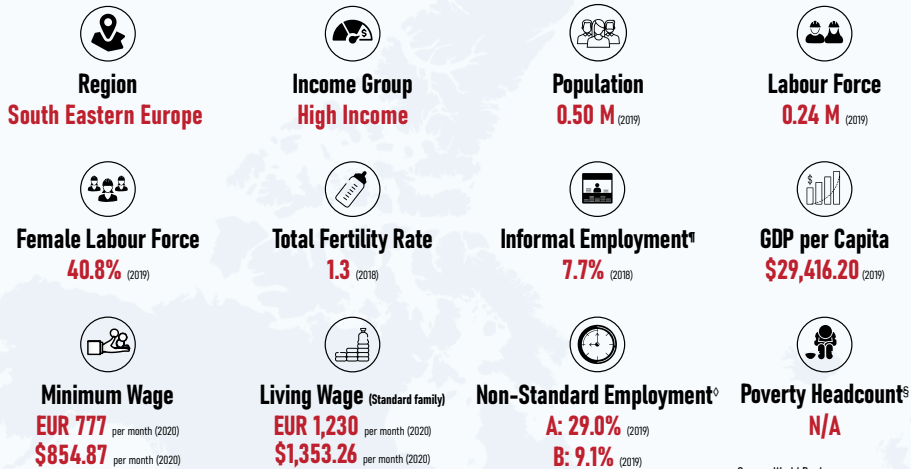


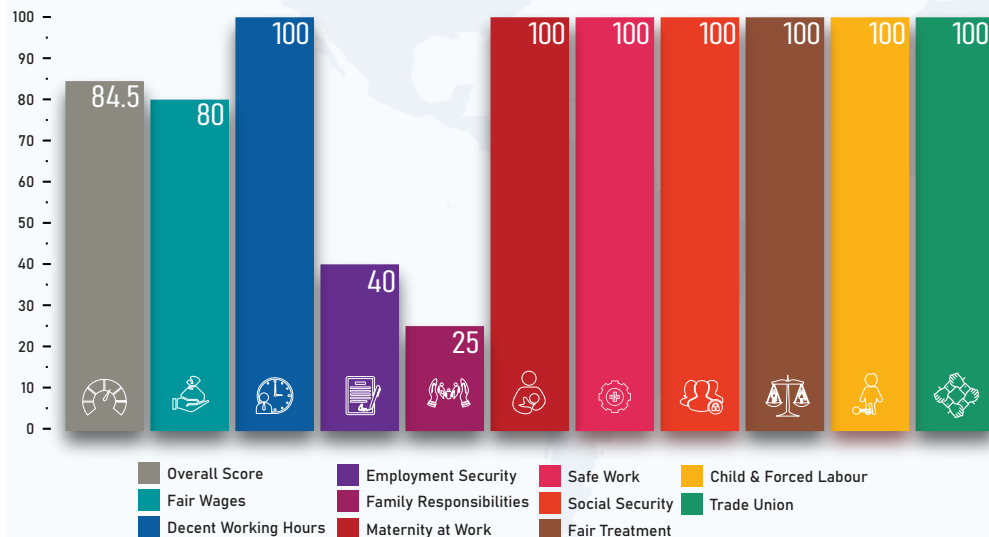
# LABOUR RIGHTS INDEX 2020

## QUICK FACTS



Source: World Bank; International Labour Organization; WageIndicator Living Wages Database

## LEGISLATIVE PERFORMANCE



### Indicator\*

#### 1. Fair Wages

- Minimum wage (statutory or negotiated) ✓
- Regular wage ✓
- Overtime premium (≥125%) ✓
- Weekly rest work compensation (time-off) ✓
- Night work premium ✗

#### 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) ✓

#### 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) ✗

#### 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) ✓

### Score\*

80

- ✓
- ✓
- ✓
- ✓
- ✗

100

- ✓
- ✓
- ✓
- ✓
- ✓

40

- ✓
- ✓
- ✗
- ✗
- ✗

25

- ✓
- ✗
- ✗
- ✗

100

- ✓
- ✓
- ✓
- ✓
- ✓

### 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 ✓

#### 7. Social Security

- Old age pension ✓
- Survivors' pension ✓
- Unemployment benefits ✓
- Sickness benefits (≥ 6 months) ✓
- Invalidity benefits ✓

#### 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 ✓

#### 9. Child and Forced Labour

- Prohibition on child labour (≤15 years) ✓
- Age (employment entry ≥ compulsory schooling) ✓
- Prohibition on hazardous work for under 18 ✓
- Prohibition on forced labour ✓

#### 10. Trade Union

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

### Score

100

- ✓
- ✓
- ✓
- ✓

100

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- ✓
- ✓
- ✓
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100

- ✓
- ✓
- ✓
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100

- ✓
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100

- ✓
- ✓
- ✓
- ✓

◇ 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