

## LABOUR RIGHTS INDEX 2020



# **LIMITED ACCESS TO DECENT WORK**

#### QUICK FACTS







**Female Labour Force** 40.5% (2019)



Minimum Wage MMK 129.600 per month (2020) \$89.17 per month (2020)



**Income Group Lower Middle Income** 



**Total Fertility Rate** 2.2 (2018)



Living Wage (Standard family) MMK 199.400 per month (2020) \$137.20 per month (2020)



**Population** 54.04 M (2019



Informal Employment 82.3% (2018)



Non-Standard Employment Poverty Headcounts

A: 14.0% (2019) B: 24.6% (2019)

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

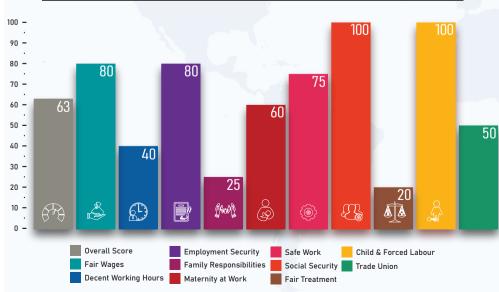
## 24.8% (2017)

Labour Force 24.69 M (2019)

**GDP** per Capita

\$1,407.80 (2019)

### LEGISLATIVE PERFORMANCE



Indicator	Score	Indicator	Score
1. Fair Wages	80	6. Safe Work	75
Minimum wage (statutory or negotiated)		Personal protective equipment (free of cost)	
Regular wage		Training on health and safety	8
Overtime premium (≥125%)		Restriction on work (prejudicial to health of mother or child)	
Weekly rest work compensation (time-off)		Employment injury benefits	
Night work premium	8		
2. Decent Working Hours	40	7. Social Security	100
General working hours (≤48 hours per week)	<b>Ø</b>	Old age pension	
Maximum working hours (≤56 hours per week)	8	Survivors' pension	<b>Ø</b>
Weekly rest (≥24 hours)	<b>Ø</b>	Unemployment benefits	<b>Ø</b>
Paid public holidays	8	Sickness benefits (≥ 6 months)	
Annual leave (3 working weeks)	8	Invalidity benefits	
3. Employment Security	80	8. Fair Treatment	20
Written employment contract		Prohibition of employment discrimination	8
Fixed term contract (≤5 years)	8	Equal remuneration for work of equal value	8
Probation period (≤3 months)		Prohibition of sexual harassment	8
Termination notice period (1 month)	<b>Ø</b>	Absence of restrictions on women's employment	8
Severance pay (≥14 days per year of service)	<b>Ø</b>	Basic labour protections for gig workers	
4. Family Responsibilities	25	9. Child and Forced Labour	100
Parental leave	<b>&amp;</b>	Prohibition on child labour (≤15 years)	
Paternity leave (≥1 week)		Age (employment entry ≥ compulsory schooling)	
Flexible working arrangements	8	Prohibition on hazardous work for under 18	
Nursing breaks	8	Prohibition on forced labour	
5. Maternity at Work	60	10. Trade Union	50
Prohibition on inquiring about pregnancy	8	Right to unionise	8
Maternity leave (≥14 weeks)	9	Right to collective bargaining	
Cash maternity benefits (≥66.67% of former wage)	<b>Ø</b>	Right to strike	8
Source of maternity benefits (social insurance or state financing)	<b>Ø</b>	Prohibition on replacing striking workers	

Non-Standard Employment (A) and Temporary Employment (B)

8

- 9 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

Protection from dismissals (pregnancy/maternity)