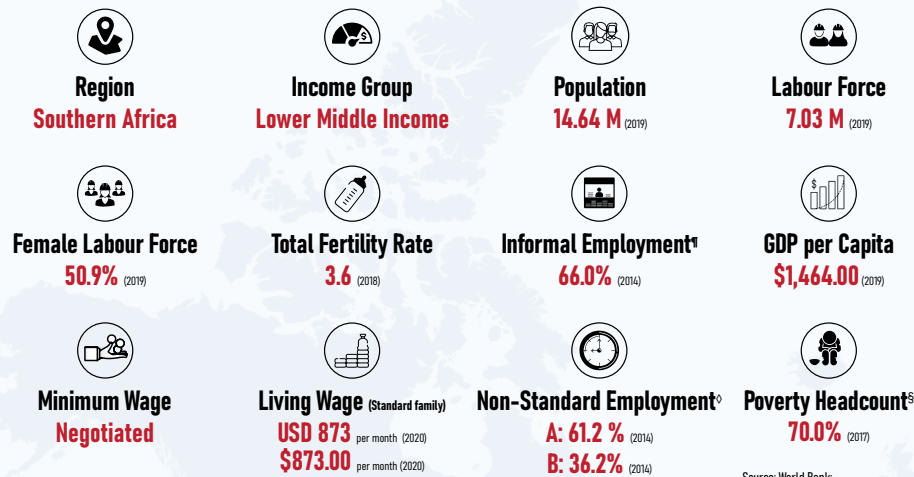


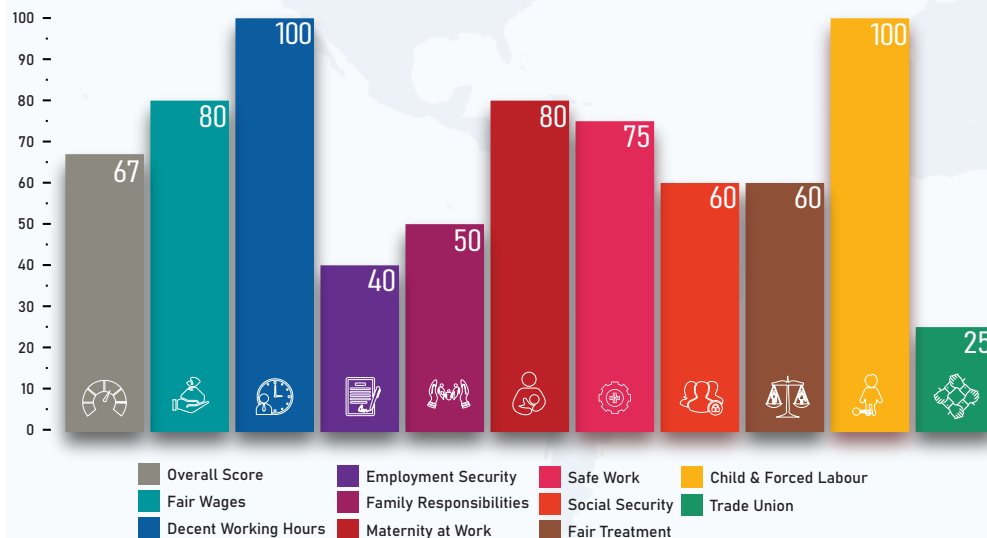


QUICK FACTS



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 ✓

Score

80

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) ✗

40

4. Family Responsibilities

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

50

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) ✓

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 (≥ 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 (≤15 years) ✓
- Age (employment entry ≥ 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 ✗

25

◇ 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