WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Albania

SCORE
85
RATING
APPROACHING DECENT WORK

Quick Facts

Region
South Eastern Europe

Income Group
Upper Middle Income

Population
2.85 M (2019)

Labour Force
1.31 M (2019)

Female Labour Force
41.5% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
33.1% (2018)

GDP per Capita
$5,352.90 (2019)

Minimum Wage
ALL 26,000 per month (2020)
$239.20 per month (2020)

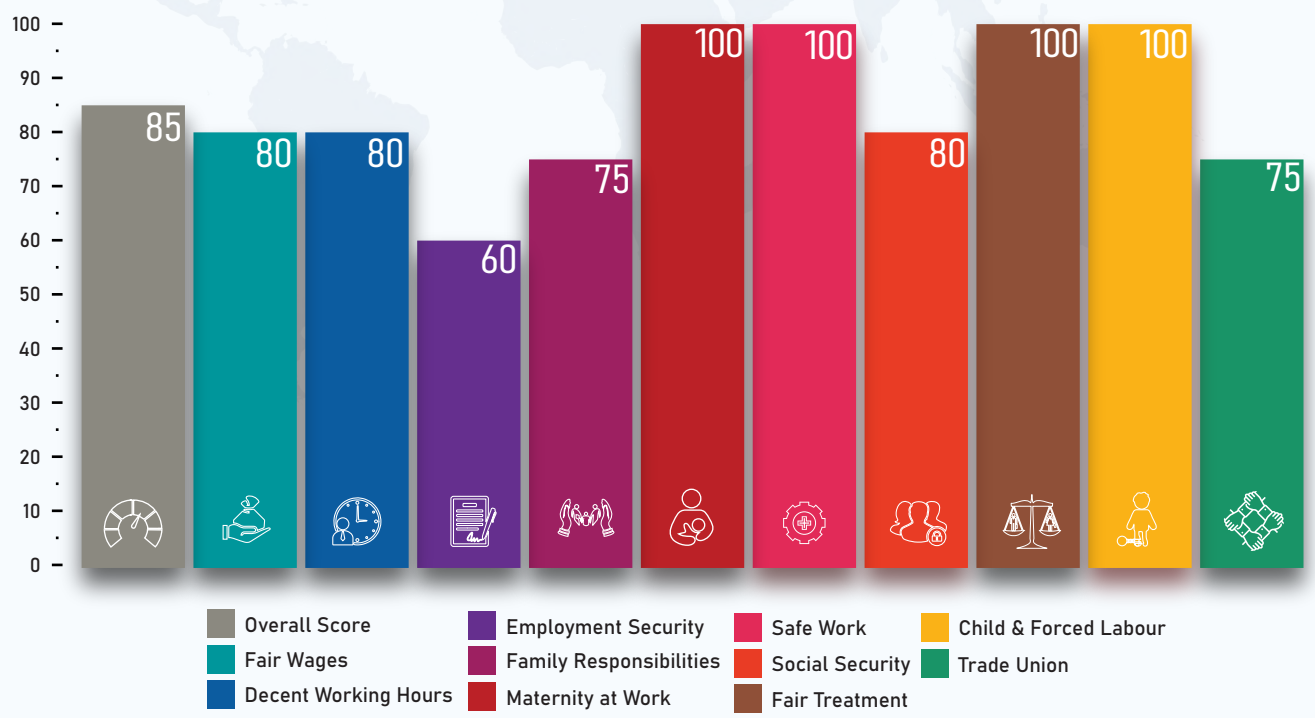
Living Wage (Standard family)
ALL 45,800 per month (2020)
$421.36 per month (2020)

Non-Standard Employment◊
A: 19.4% (2019)
B: 7.9% (2019)

Poverty Headcount§
14.3% (2012)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Albania

SCORE **85**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Angola

SCORE
74.5
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Southern Africa

Income Group
Lower Middle Income

Population
31.82 M (2019)

Labour Force
13.16 M (2019)

Female Labour Force
50.3% (2019)

Total Fertility Rate
5.5 (2018)

Informal Employment¶
89.5% (2018)

GDP per Capita
$2,973.60 (2019)

Minimum Wage
AOA 21,454 per month (2020)
$43.27 per month (2020)

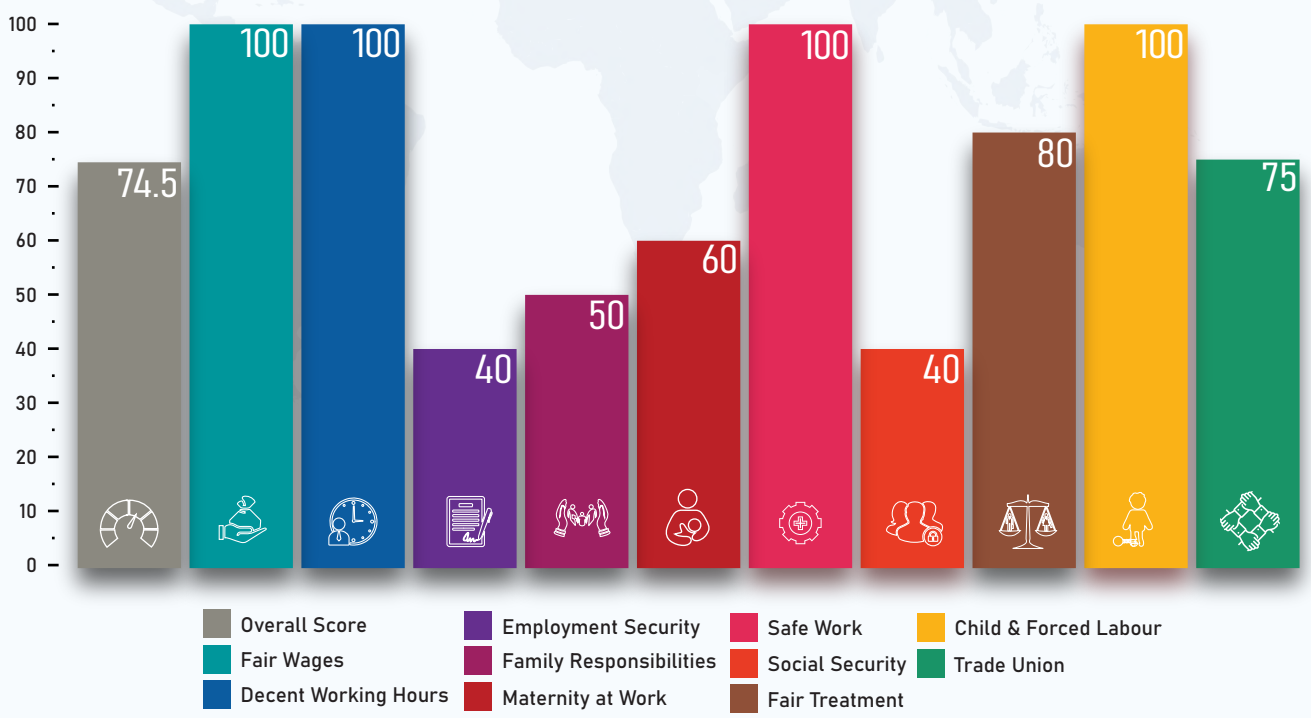
Living Wage (Standard family)
AOA 117,300 per month (2020)
$236.59 per month (2020)

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
36.6% (2008)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Angola

SCORE **74.5**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**40**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**40**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✗
8. Fair Treatment	**80**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

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Centre for Labour Research

Labour Rights Index 2020

Argentina

SCORE
75.5
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Southern America

Income Group
Upper Middle Income

Population
44.93 M (2019)

Labour Force
20.77 M (2019)

Female Labour Force
43.0% (2019)

Total Fertility Rate
2.3 (2018)

Informal Employment¶
47.0% (2018)

GDP per Capita
$10,006.10 (2019)

Minimum Wage
ARS 16,515 per month (2020)
$272.81 per month (2020)

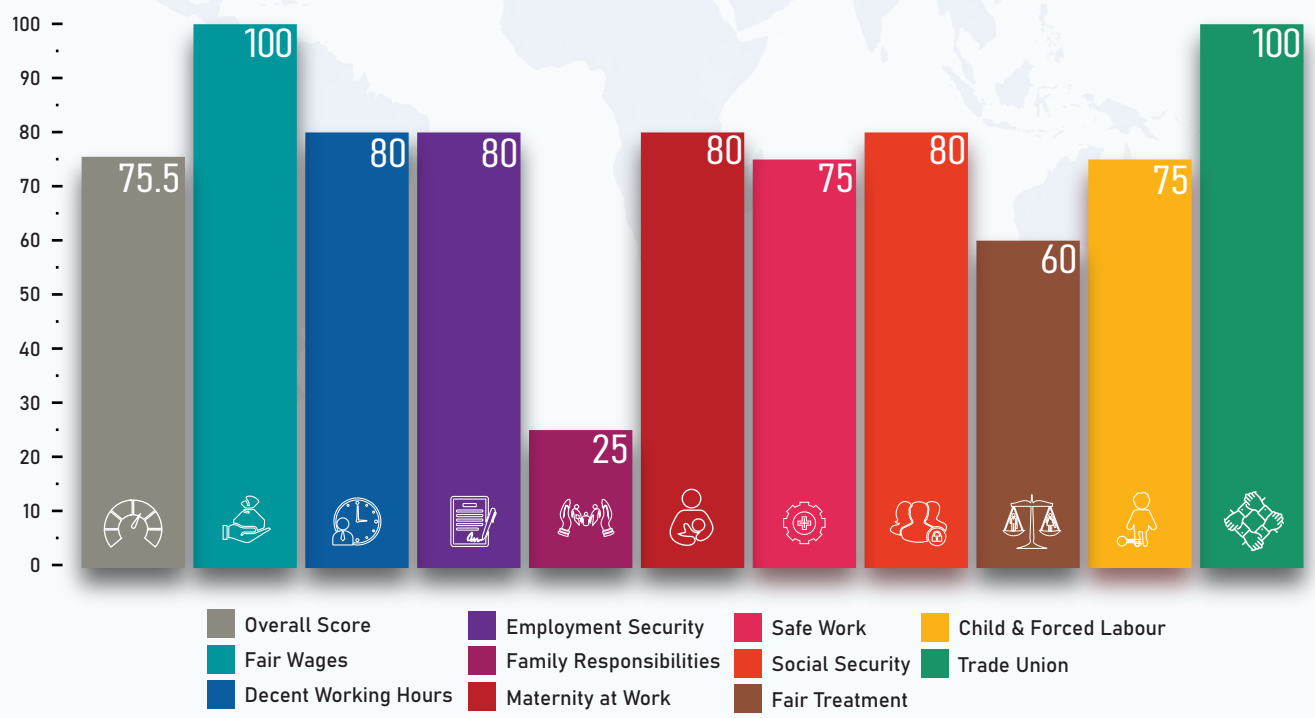
Living Wage (Standard family)
ARS 13,600 per month (2020)
$224.66 per month (2020)

Non-Standard Employment◊
A: 39.5% (2019)
B: 10.2% (2019)

Poverty Headcount§
32.0% (2018)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Argentina

SCORE **75.5**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**80**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Australia

SCORE
70
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Oceania

Income Group
High Income

Population
25.36 M (2019)

Labour Force
13.41 M (2019)

Female Labour Force
46.5% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
N/A

GDP per Capita
$54,907.10 (2019)

Minimum Wage
AUD 1,765 per month (2020)
$1,190.20 per month (2020)

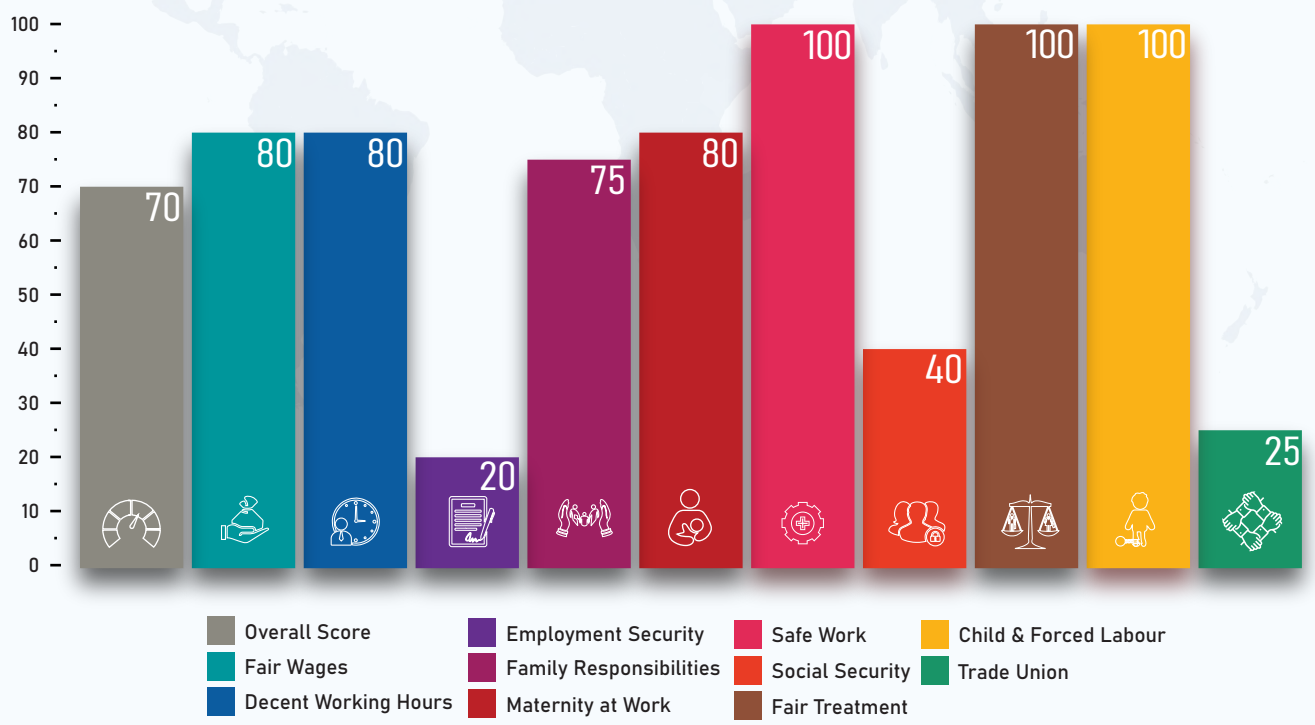
Living Wage (Standard family)
AUD 1,830 per month (2020)
$1,234.03 per month (2020)

Non-Standard Employment◊
A: 45.8% (2017)
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Australia

SCORE **70**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**20**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✗
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**40**
Old age pension	✓
Survivors' pension	✗
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**25**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

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(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Austria

SCORE
90
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Western Europe

Income Group
High Income

Population
8.87 M (2019)

Labour Force
4.60 M (2019)

Female Labour Force
46.4% (2019)

Total Fertility Rate
1.5 (2018)

Informal Employment¶
8.9% (2018)

GDP per Capita
$50,277.30 (2019)

Minimum Wage
Negotiated

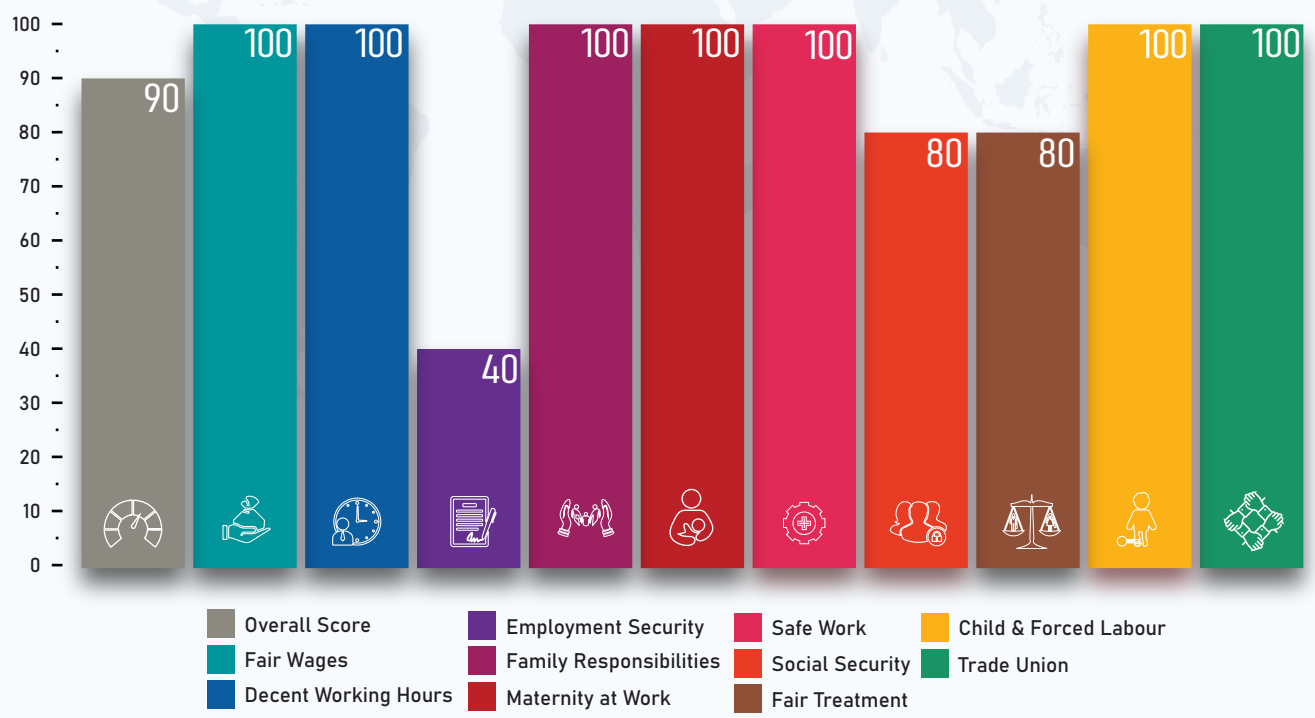
Living Wage (Standard family)
EUR 1,700 per month (2020)
$1,870.37 per month (2020)

Non-Standard Employment◊
A: 43.9% (2019)
B: 8.7% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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¶ Share of informal employment in non-agriculture (%), as measured under SDG 8.3.1

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Austria

SCORE **90**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**40**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

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(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Azerbaijan

SCORE
86.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Commonwealth of Independent States (CIS)

Income Group
Upper Middle Income

Population
10.02 M (2019)

Labour Force
5.10 M (2019)

Female Labour Force
48.7% (2019)

Total Fertility Rate
1.8 (2018)

Informal Employment¶
26.5% (2011)

GDP per Capita
$4,793.60 (2019)

Minimum Wage
AZN 250 per month (2020)
$147.06 per month (2020)

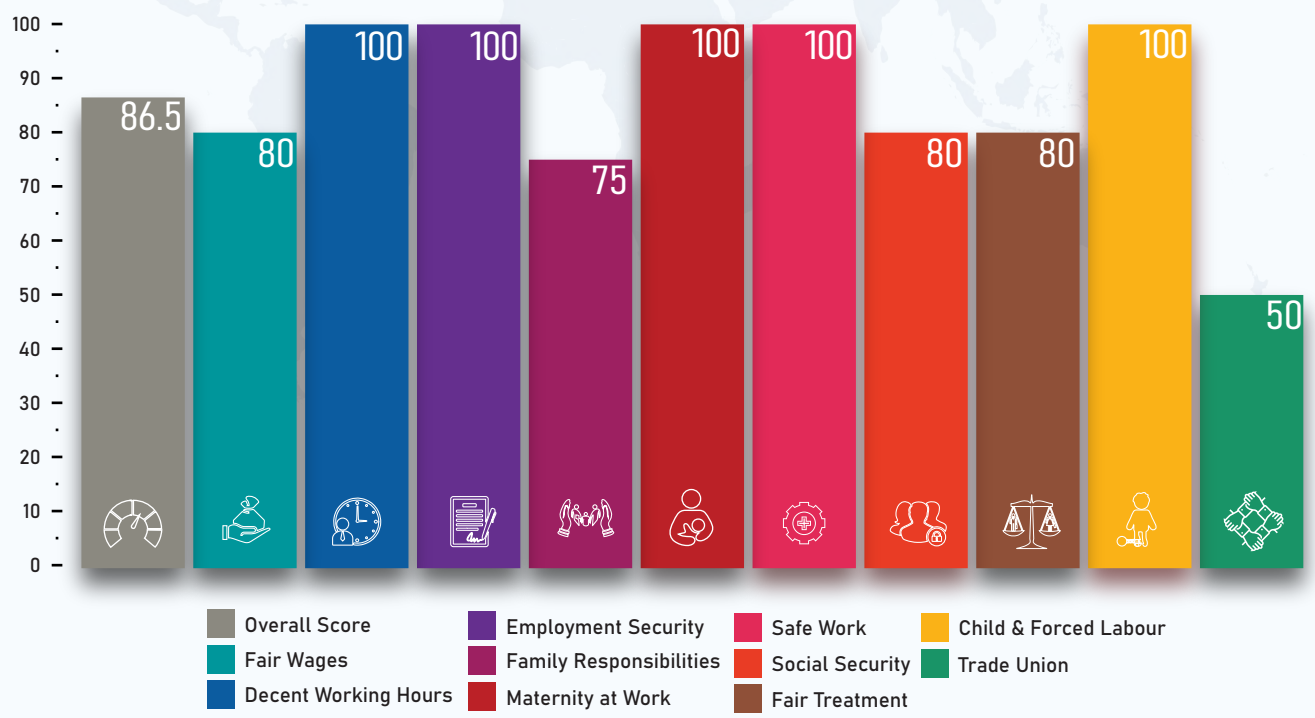
Living Wage (Standard family)
AZN 530 per month (2020)
$311.76 per month (2020)

Non-Standard Employment◊
A: 19.1% (2018)
B: N/A

Poverty Headcount§
6% (2012)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Azerbaijan

SCORE **86.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**100**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**50**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: wageindicator.org/labour-rights-index

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Bahrain

SCORE
63
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Middle East

Income Group
High Income

Population
1.64 M (2019)

Labour Force
0.97 M (2019)

Female Labour Force
20.1% (2019)

Total Fertility Rate
2.0 (2018)

Informal Employment¶
N/A

GDP per Capita
$23,504 (2019)

Minimum Wage
No Provision

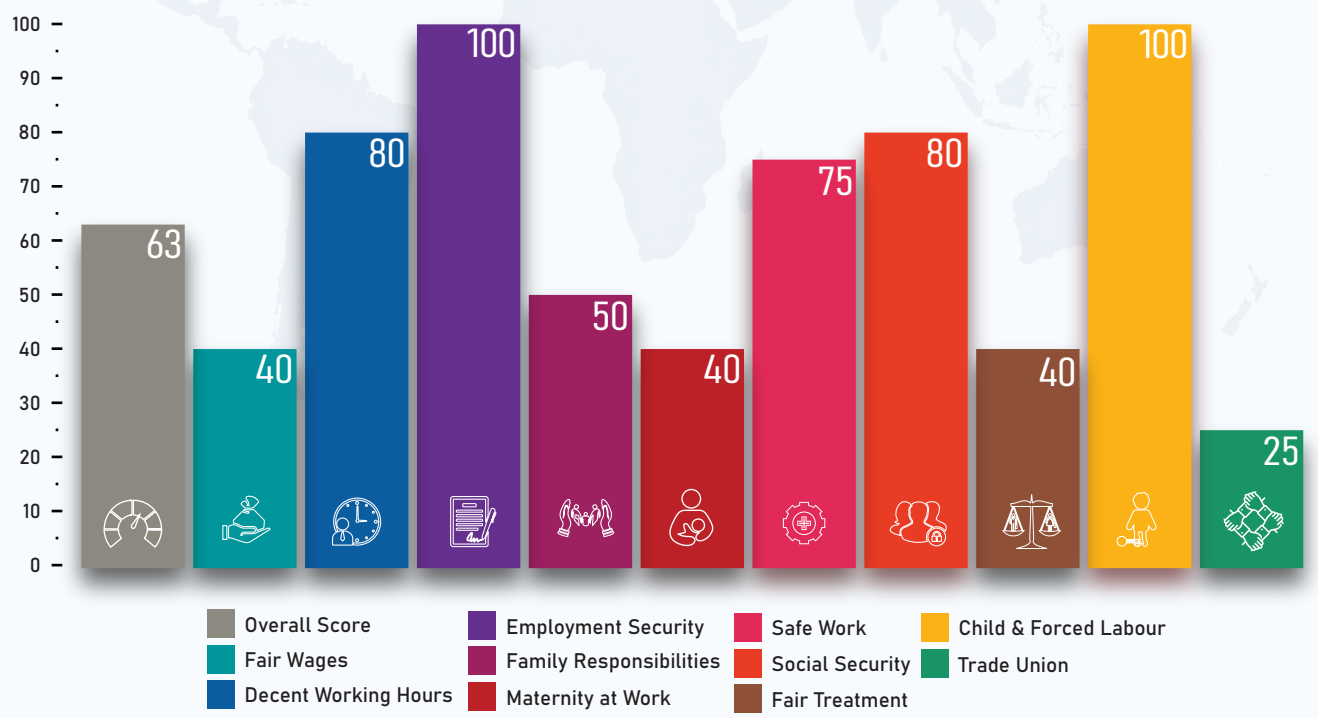
Living Wage (Standard family)
BHD 561 per month (2020)
$211.69 per month (2020)

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Bahrain

SCORE **63**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**100**
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	**50**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**100**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Bangladesh

SCORE
47
RATING
TOTAL LACK OF DECENT WORK

Quick Facts

Region
Southern Asia

Income Group
Lower Middle Income

Population
163.04 M (2019)

Labour Force
70.00 M (2019)

Female Labour Force
30.5% (2019)

Total Fertility Rate
2.0 (2018)

Informal Employment¶
82.0% (2018)

GDP per Capita
$1,855.70 (2019)

Minimum Wage
BDT 1,500 per month (2020)
$17.63 per month (2020)

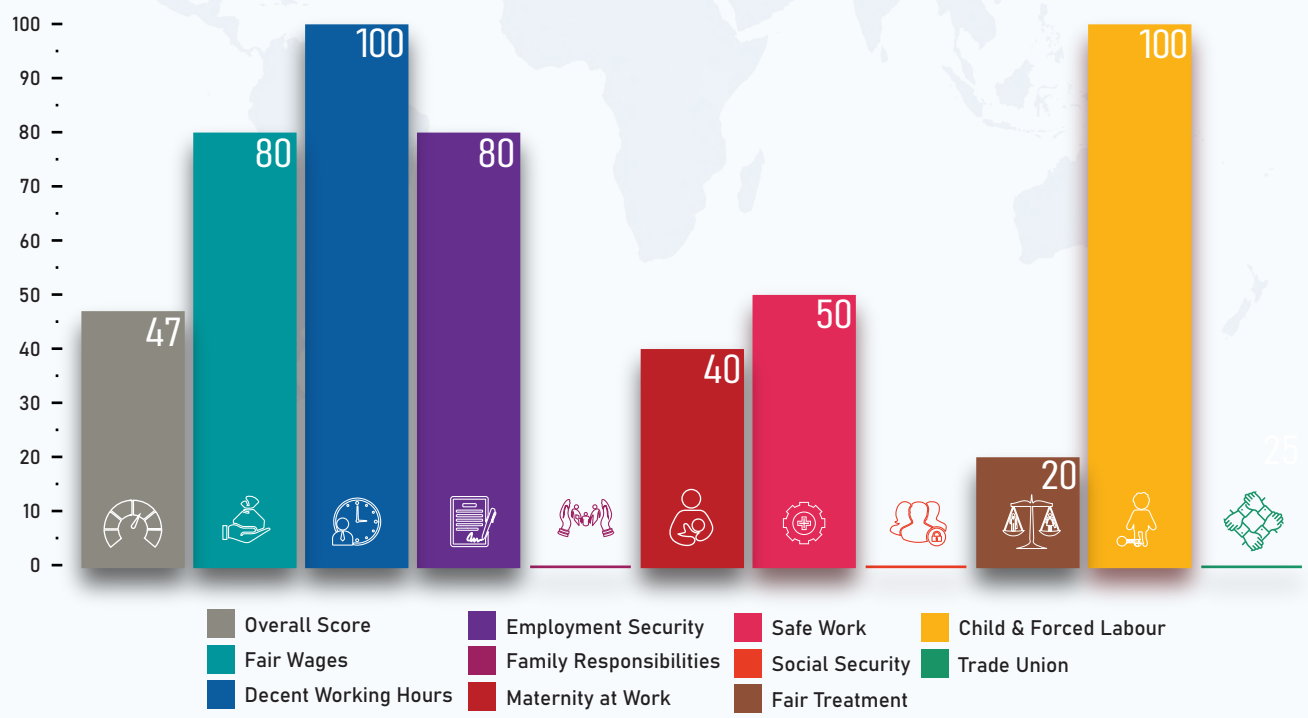
Living Wage (Standard family)
BDT 11,500 per month (2020)
$135.14 per month (2020)

Non-Standard Employment◊
A: 19.4% (2017)
B: 37.8% (2017)

Poverty Headcount§
24.3% (2016)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Bangladesh

SCORE **47**

RATING **TOTAL LACK OF DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**100**
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	**80**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**40**
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)	✗

Indicator	Score
6. Safe Work	**50**
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	**0**
Old age pension	✗
Survivors' pension	✗
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✗
8. Fair Treatment	**20**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Belarus

SCORE
77.5
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Baltic States

Income Group
Upper Middle Income

Population
9.46 M (2019)

Labour Force
5.03 M (2019)

Female Labour Force
49.0% (2019)

Total Fertility Rate
1.4 (2018)

Informal Employment¶
N/A

GDP per Capita
$6,663.30 (2019)

Minimum Wage
BYN 375 per month (2020)
$210.99 per month (2020)

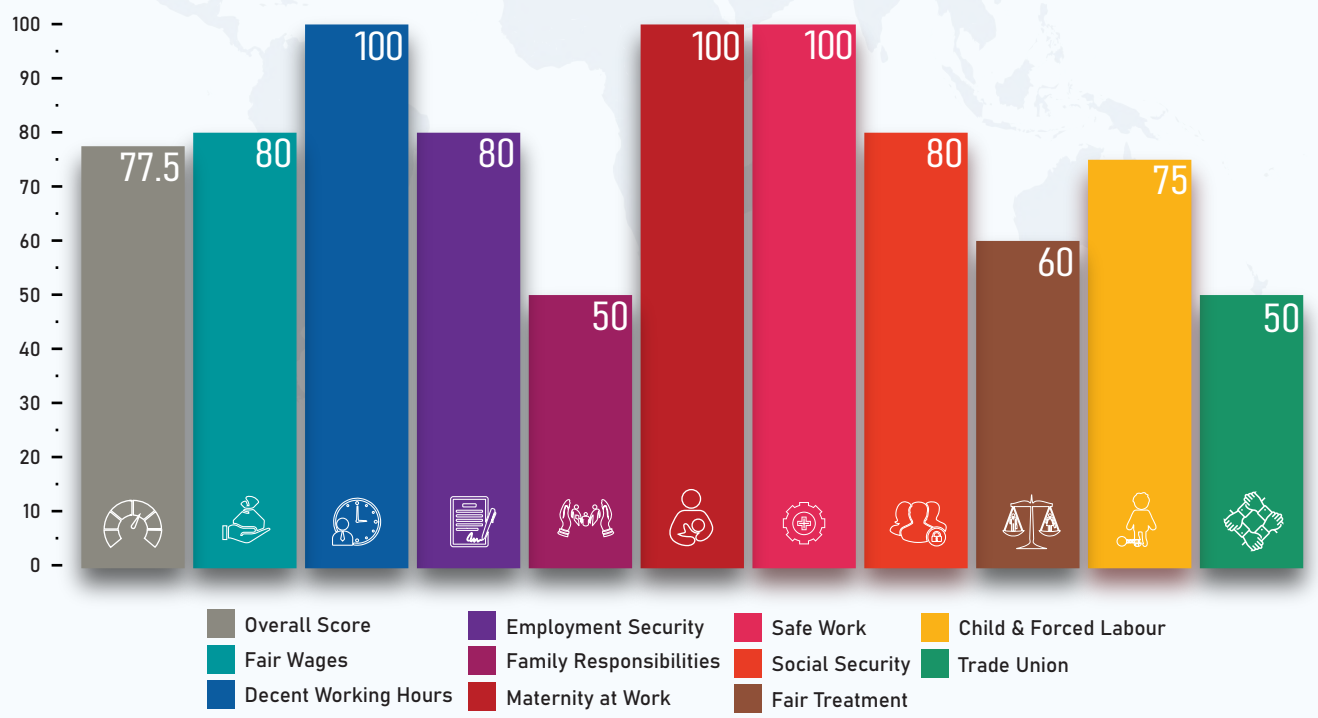
Living Wage (Standard family)
BYN 565 per month (2020)
$317.89 per month (2020)

Non-Standard Employment◊
A: 15.8% (2018)
B: N/A

Poverty Headcount§
5.6% (2018)

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Belarus

SCORE **77.5**

RATING

REASONABLE ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**50**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**50**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Belgium

SCORE **92**

RATING **DECENT WORK**

Quick Facts

Region
Western Europe

Income Group
High Income

Population
11.48 M (2019)

Labour Force
5.10 M (2019)

Female Labour Force
46.2% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
12.8% (2018)

GDP per Capita
$46,116.70 (2019)

Minimum Wage
EUR 1,594 per month
$1,753.74 per month (2020)

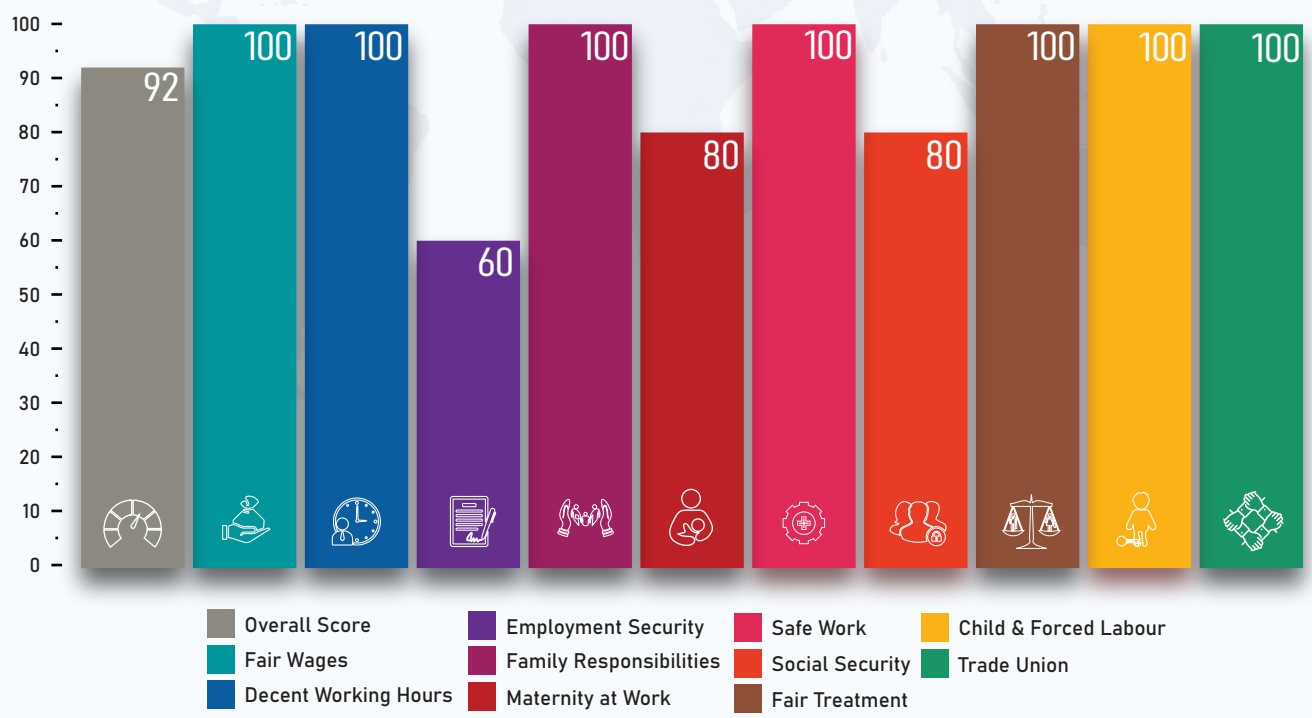
Living Wage (Standard family)
EUR 1,130 per month
$1,243.24 per month (2020)

Non-Standard Employment◊
A: 37.4% (2019)
B: 11.0% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Belgium

SCORE **92**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Benin

SCORE
61
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
West Africa

Income Group
Low income

Population
11.8 M (2019)

Labour Force
4.83 M (2019)

Female Labour Force
49.2% (2019)

Total Fertility Rate
4.8 (2018)

Informal Employment¶
90.6% (2018)

GDP per Capita
$1,219.40 (2019)

Minimum Wage
XOF 40,000 per month (2020)
$67.07 per month (2020)

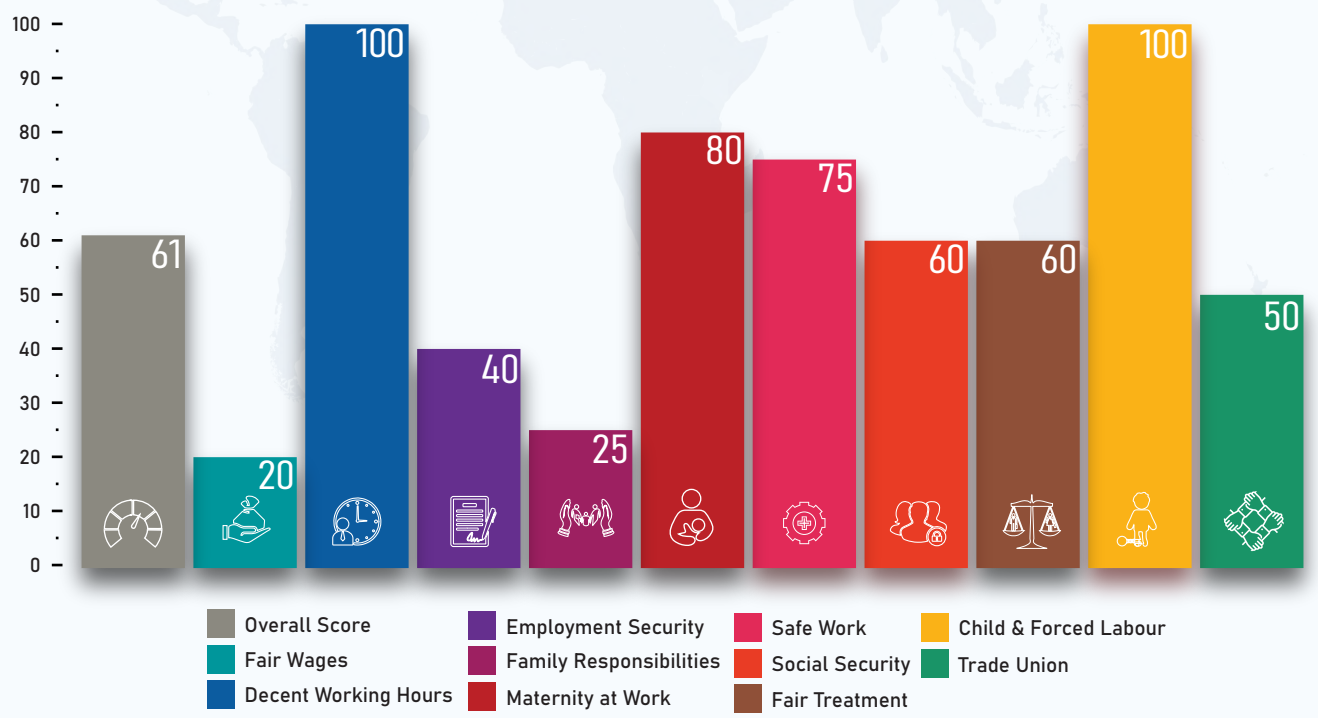
Living Wage (Standard family)
XOF 147,200 per month (2020)
$251.71 per month (2020)

Non-Standard Employment◊
A: 26.1% (2011)
B: 25.6% (2011)

Poverty Headcount§
40.1% (2015)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Benin

SCORE **61**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**20**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**100**
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	**40**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**50**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Bolivia

SCORE
64
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Southern America

Income Group
Lower Middle Income

Population
11.51 M (2019)

Labour Force
5.73 M (2019)

Female Labour Force
44.2% (2019)

Total Fertility Rate
2.7 (2018)

Informal Employment¶
75.6% (2018)

GDP per Capita
$3,552.10 (2019)

Minimum Wage
BOB 2,122 per month (2020)
$306.21 per month (2020)

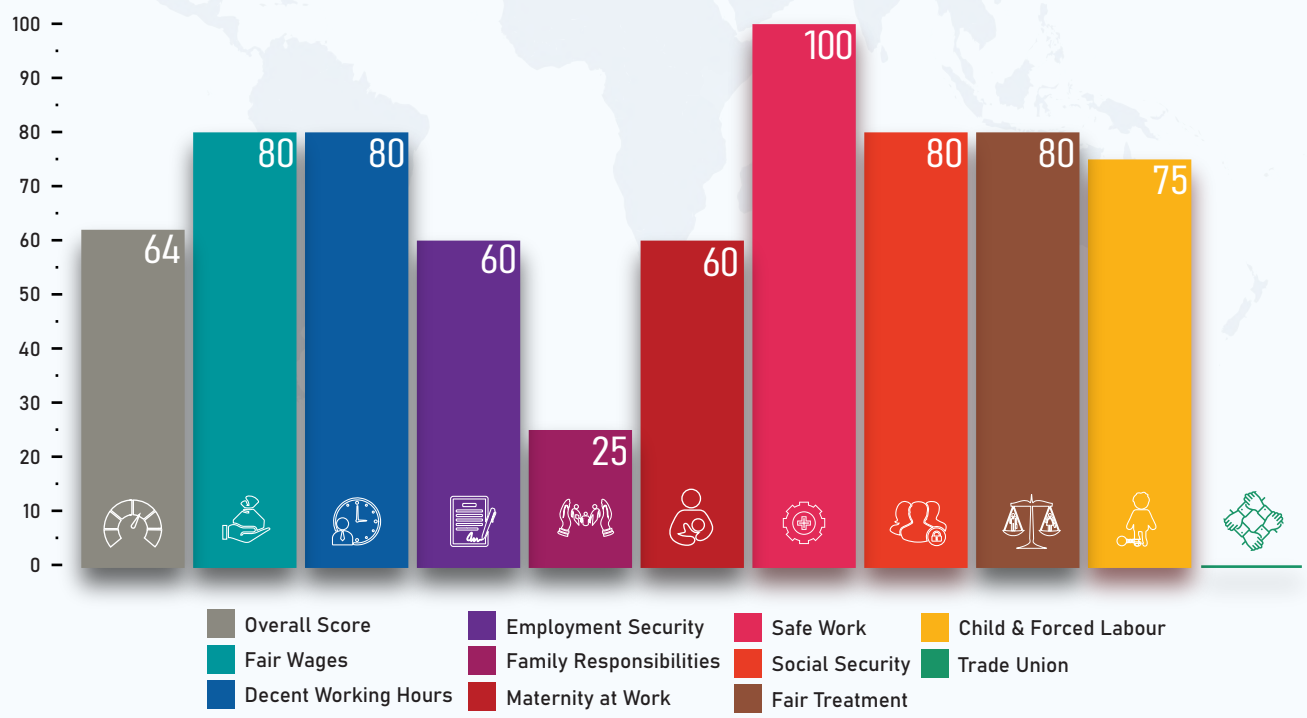
Living Wage (Standard family)
BOB 2,010 per month (2020)
$290.05 per month (2020)

Non-Standard Employment◊
A: 31.5% (2009)
B: 69.2% (2018)

Poverty Headcount§
34.6% (2018)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Bolivia

SCORE **64**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator*	Score^
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**75**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

‡ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

* The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Botswana

SCORE
49
RATING
TOTAL LACK OF DECENT WORK

Quick Facts

Region
Southern Africa

Income Group
Upper Middle Income

Population
2.30 M (2019)

Labour Force
1.08 M (2019)

Female Labour Force
48.7% (2019)

Total Fertility Rate
2.9 (2018)

Informal Employment¶
55.1% (2018)

GDP per Capita
$7,961.30 (2019)

Minimum Wage
BWP 1,000 per month (2020)
$91.77 per month (2020)

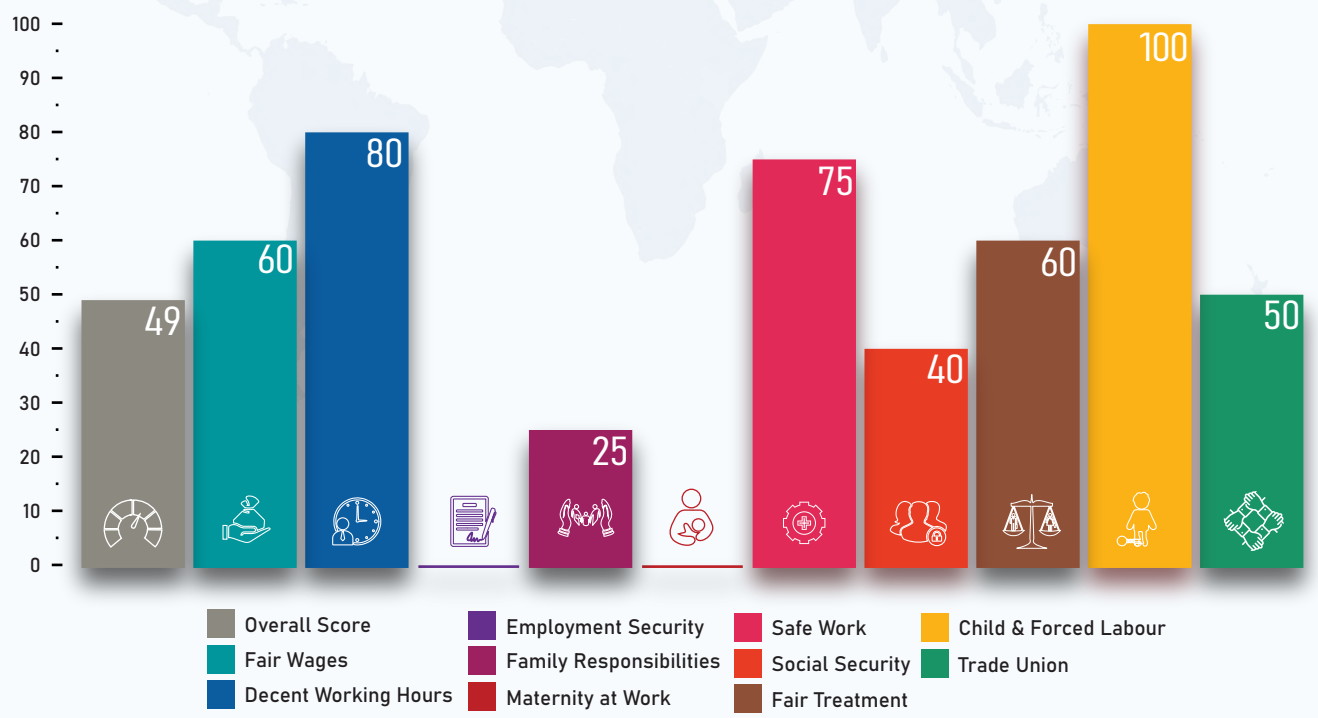
Living Wage (Standard family)
BWP 4,450 per month (2020)
$408.37 per month (2020)

Non-Standard Employment◊
A: 15.5% (2010)
B: 26.1% (2009)

Poverty Headcount§
19.3% (2009)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Botswana

SCORE
49
RATING
TOTAL LACK OF DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**0**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**0**
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)	✗

Indicator	Score
6. Safe Work	**75**
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	**40**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✗
8. Fair Treatment	**60**
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	**100**
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	**50**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Brazil

SCORE
77
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Southern America

Income Group
Upper Middle Income

Population
211.04 M (2019)

Labour Force
106.50 M (2019)

Female Labour Force
43.6% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
42.5% (2018)

GDP per Capita
$8,717.20 (2019)

Minimum Wage
BRL 998 per month (2020)
$235.64 per month (2020)

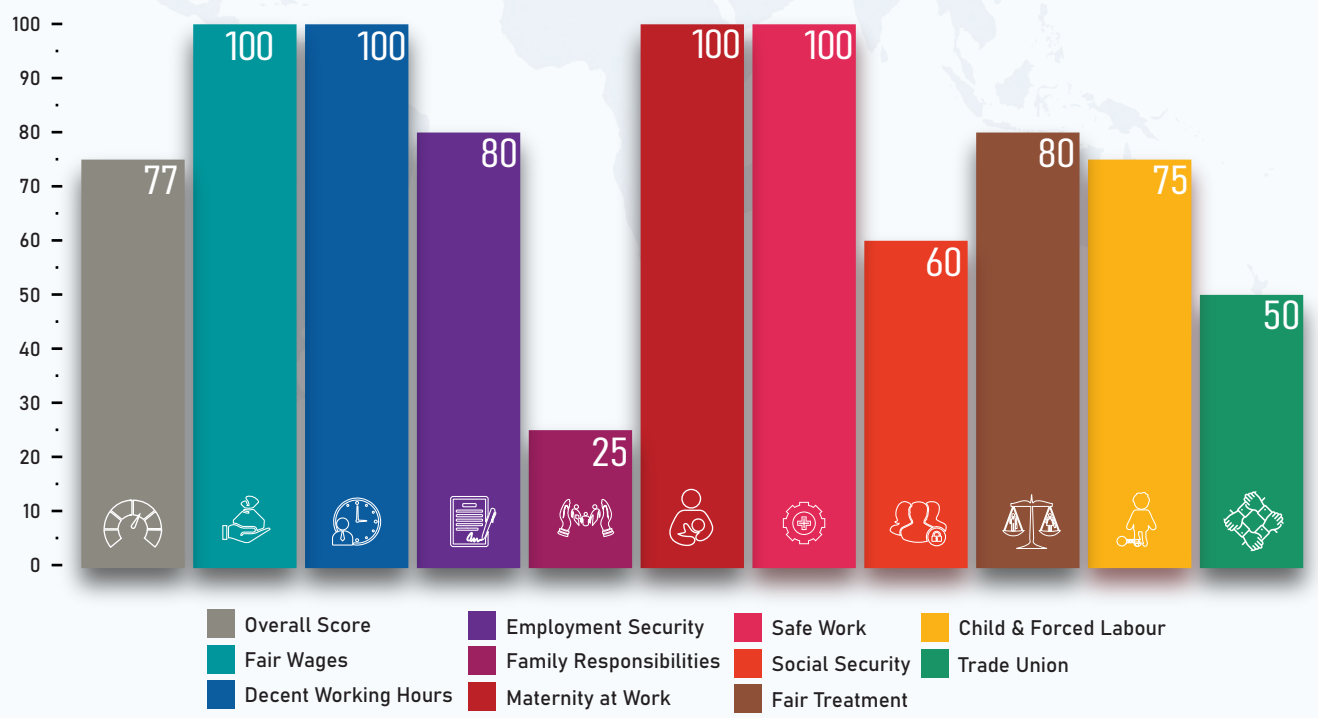
Living Wage (Standard family)
BRL 1,750 per month (2020)
$413.19 per month (2020)

Non-Standard Employment◊
A: 27.2% (2019)
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Brazil

SCORE **77**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**75**
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	**50**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Bulgaria

SCORE
88.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
South Eastern Europe

Income Group
Upper Middle Income

Population
6.97 M (2019)

Labour Force
3.29 M (2019)

Female Labour Force
46.2% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
13.6% (2018)

GDP per Capita
$9,737.60 (2019)

Minimum Wage
BGN 610 per month (2020)
$349.91 per month (2020)

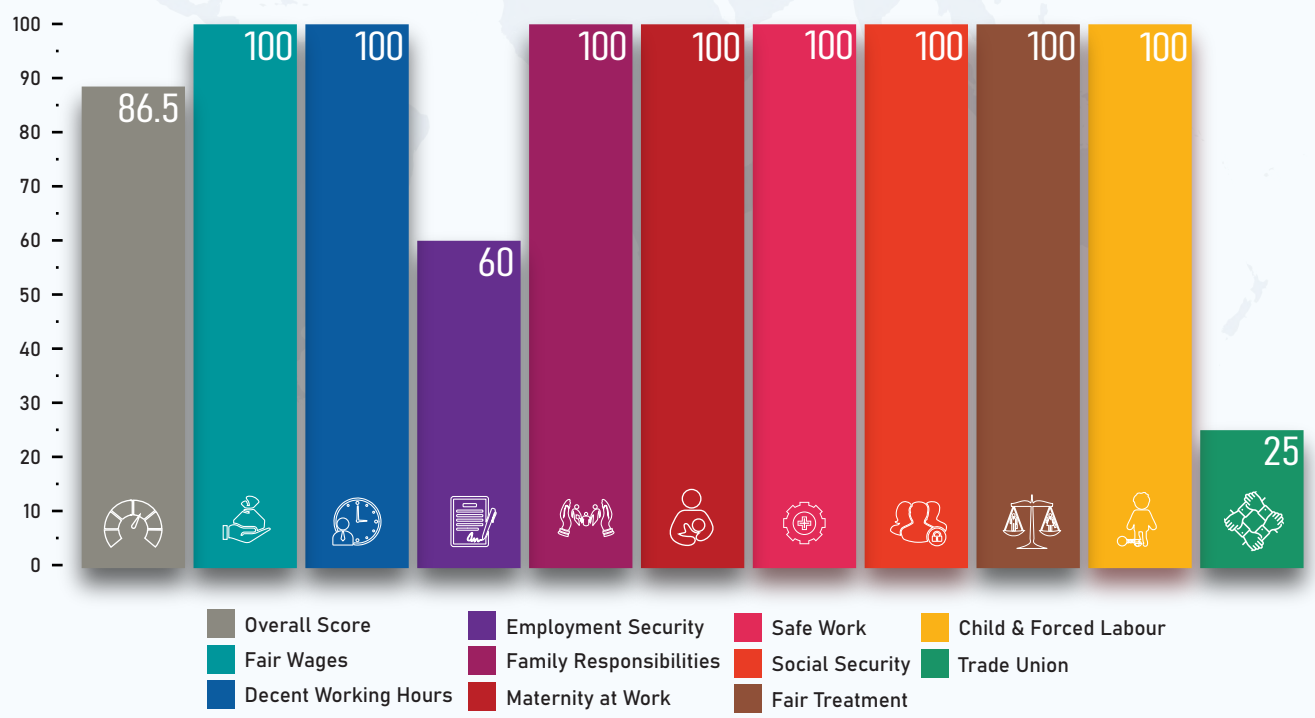
Living Wage (Standard family)
BGN 870 per month (2020)
$499.05 per month (2020)

Non-Standard Employment◊
A: 11.0% (2019)
B: 4.4% (2019)

Poverty Headcount§
22.0% (2017)

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Bulgaria

SCORE **88.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Burkina Faso

SCORE
75
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
West Africa

Income Group
Low Income

Population
20.32 M (2019)

Labour Force
7.46 M (2019)

Female Labour Force
44.6% (2019)

Total Fertility Rate
5.2 (2018)

Informal Employment¶
88.4% (2018)

GDP per Capita
$774.80 (2019)

Minimum Wage
XOF 34,664 per month (2020)
$58.12 per month (2020)

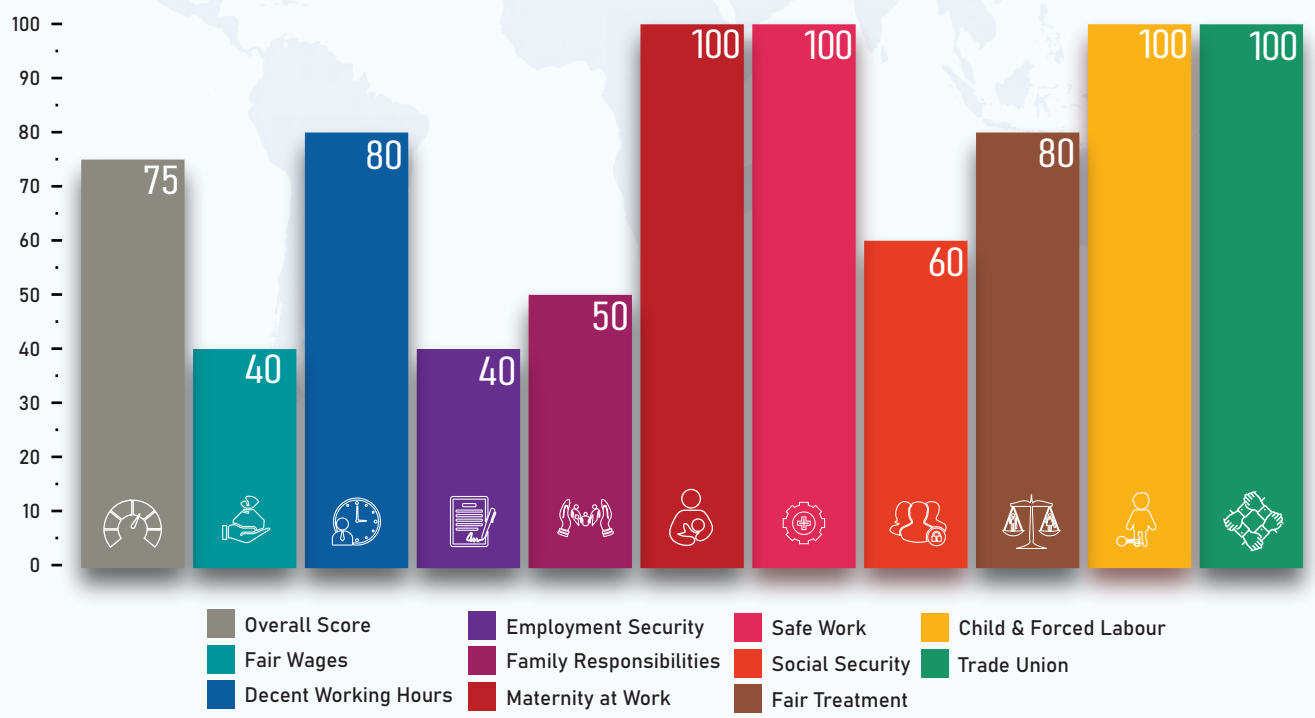
Living Wage (Standard family)
XOF 187,700 per month (2020)
$314.71 per month (2020)

Non-Standard Employment◊
A: N/A
B: 43.6 (2018)

Poverty Headcount§
40.1% (2014)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Burkina Faso

SCORE **75**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**40**
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	**50**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Burundi

SCORE
60.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Central Africa

Income Group
Low Income

Population
11.53 M (2019)

Labour Force
4.98 M (2019)

Female Labour Force
51.9% (2019)

Total Fertility Rate
5.4 (2018)

Informal Employment¶
89.0% (2014)

GDP per Capita
$261.20 (2019)

Minimum Wage
BIF 2,835 per month (2020)
$1.50 per month (2020)

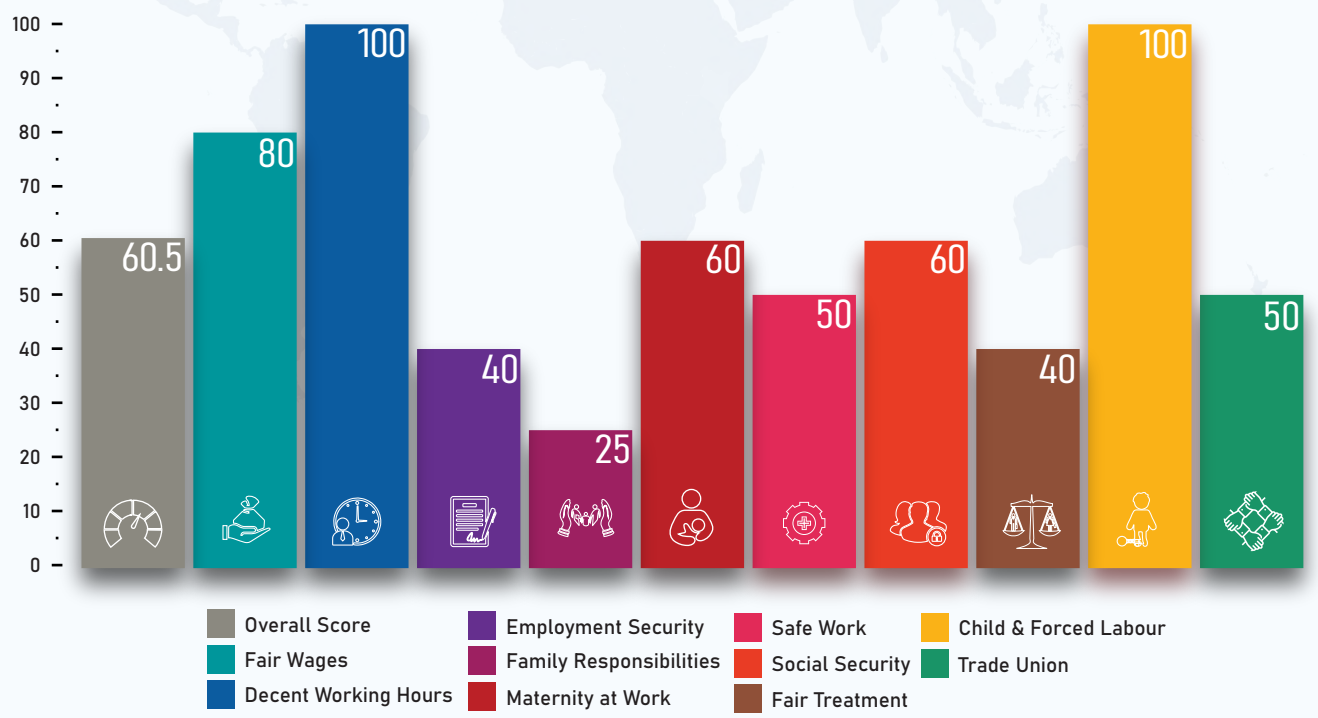
Living Wage (Standard family)
BIF 272,200 per month (2020)
$144.26 per month (2020)

Non-Standard Employment◊
A: 24.9% (2014)
B: 76.2% (2014)

Poverty Headcount§
64.9% (2013)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Burundi

SCORE **60.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**40**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**50**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**100**
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	**50**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Cambodia

SCORE
68.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
South Eastern Asia

Income Group
Lower Middle Income

Population
16.48 M (2019)

Labour Force
9.35 M (2019)

Female Labour Force
48.4% (2019)

Total Fertility Rate
2.5 (2018)

Informal Employment¶
89.8% (2018)

GDP per Capita
$1,643.10 (2019)

Minimum Wage
KHR 709,947 per month (2020)
$173.15 per month (2020)

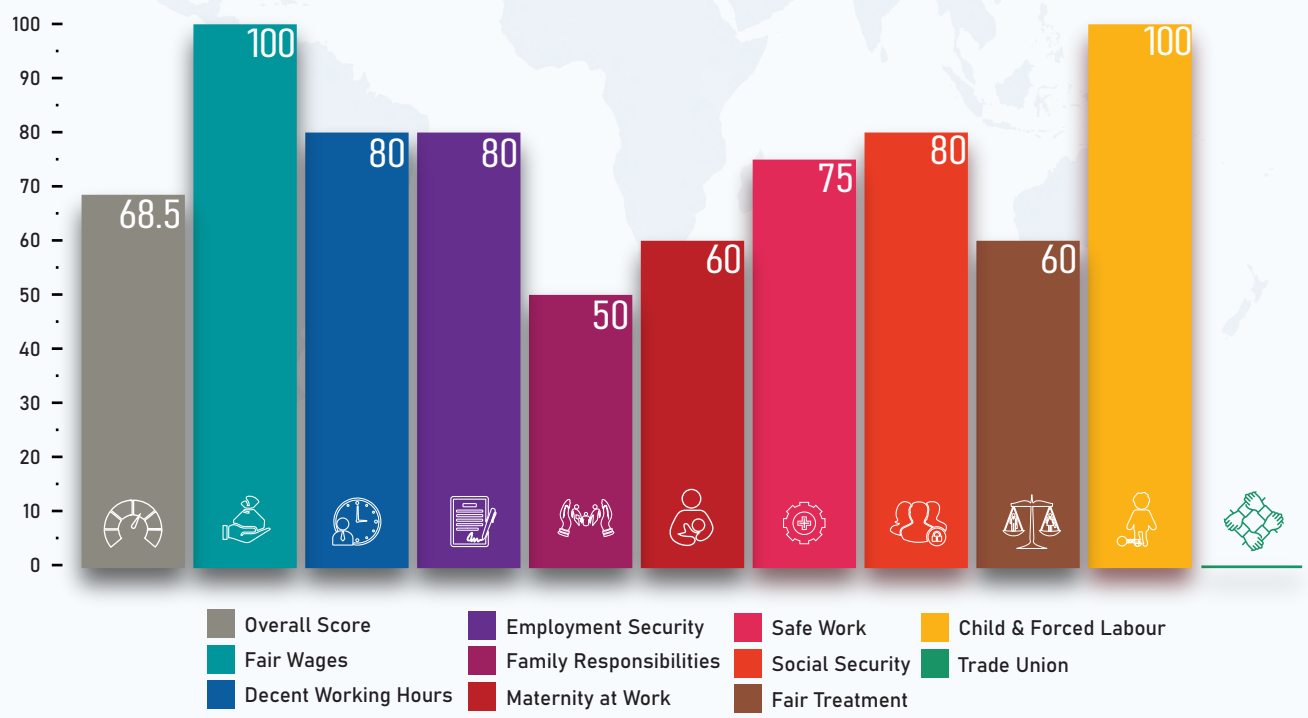
Living Wage (Standard family)
KHR 736,300 per month (2020)
$179.57 per month (2020)

Non-Standard Employment◊
A: 16.8 (2017)
B: 29.3% (2012)

Poverty Headcount§
17.7% (2012)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Cambodia

SCORE **68.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**80**
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	**80**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Cameroon

SCORE
56.5
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
Central Africa

Income Group
Lower Middle Income

Population
25.87 M (2019)

Labour Force
11.34 M (2019)

Female Labour Force
47.0% (2019)

Total Fertility Rate
4.6 (2018)

Informal Employment¶
79.0% (2018)

GDP per Capita
$1,497.90 (2019)

Minimum Wage
XAF 36,270 per month (2020)
$60.81 per month (2020)

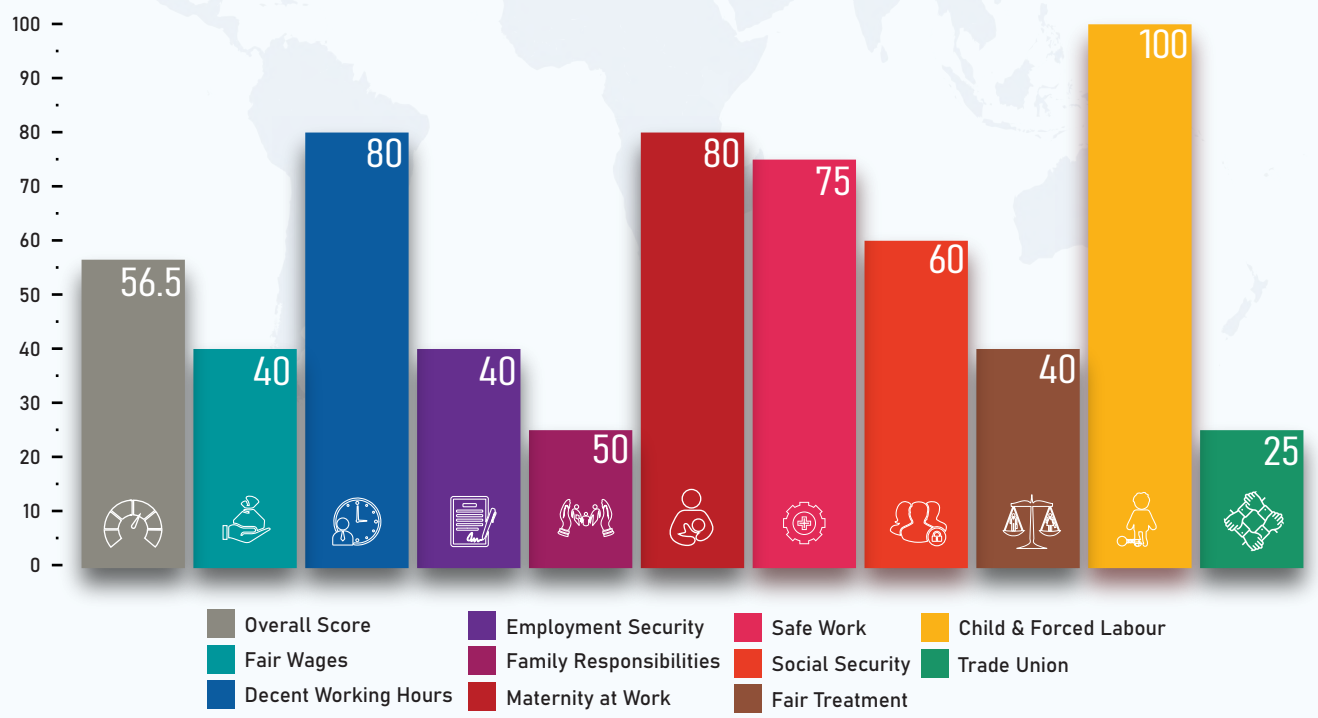
Living Wage (Standard family)
XAF 224,900 per month (2020)
$377.08 per month (2020)

Non-Standard Employment◊
A: 37.2% (2010)
B: 16.4% (2014)

Poverty Headcount§
37.5% (2014)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Cameroon

SCORE **56.5**

RATING **BASIC ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**80**
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	**40**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**100**
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	**25**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Canada

SCORE
76
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Northern America

Income Group
High Income

Population
37.58 M (2019)

Labour Force
20.58 M (2019)

Female Labour Force
47.4% (2019)

Total Fertility Rate
1.5 (2018)

Informal Employment¶
N/A

GDP per Capita
$46,194.70 (2019)

Minimum Wage
CAD 1,742 per month (2020)
$1,342.43 per month (2020)

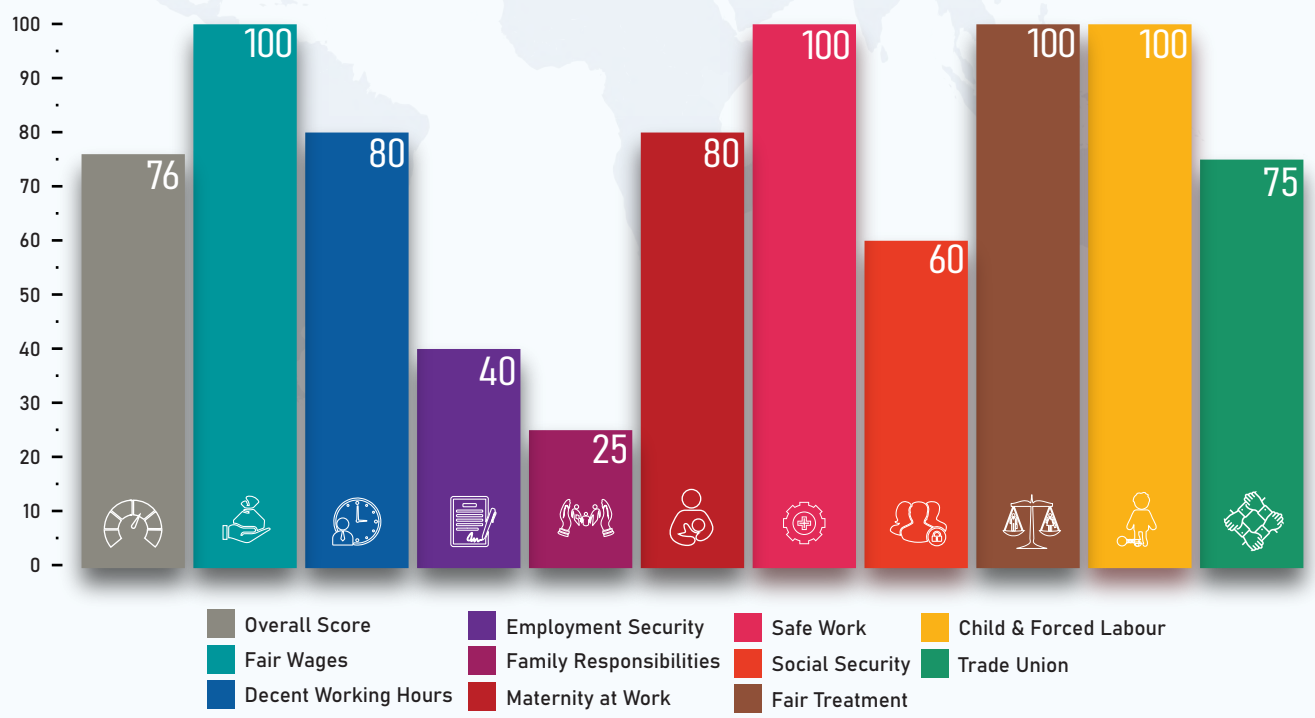
Living Wage (Standard family)
CAD 2,680 per month (2020)
$2,017.69 per month (2020)

Non-Standard Employment◊
A: 41.9% (2019)
B: 12.8% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Canada

SCORE **76**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**80**
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	**40**
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	**25**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✗
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Cape Verde

SCORE
81.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
West Africa

Income Group
Lower Middle Income

Population
0.54 M (2019)

Labour Force
0.23 M (2019)

Female Labour Force
44.1% (2019)

Total Fertility Rate
2.3 (2018)

Informal Employment¶
46.8% (2018)

GDP per Capita
$3,603.80 (2019)

Minimum Wage
CVE 13,000 per month (2020)
$129.67 per month (2020)

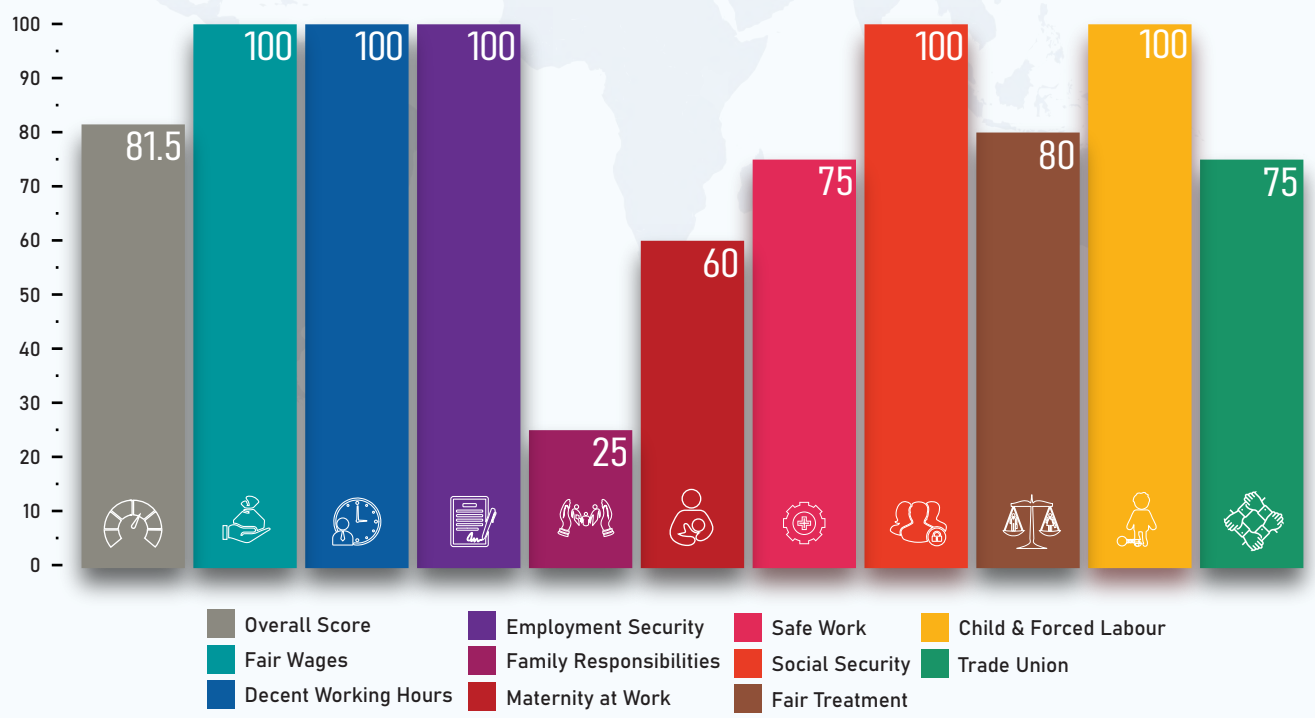
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: 23.7% (2018)
B: 16.5% (2015)

Poverty Headcount§
35% (2015)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Cape Verde



SCORE **81.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**100**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Chad

SCORE
60.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Central Africa

Income Group
Low Income

Population
15.94 M (2019)

Labour Force
5.99 M (2019)

Female Labour Force
45.5% (2019)

Total Fertility Rate
5.7 (2018)

Informal Employment¶
75.8% (2018)

GDP per Capita
$709.50 (2019)

Minimum Wage
Negotiated

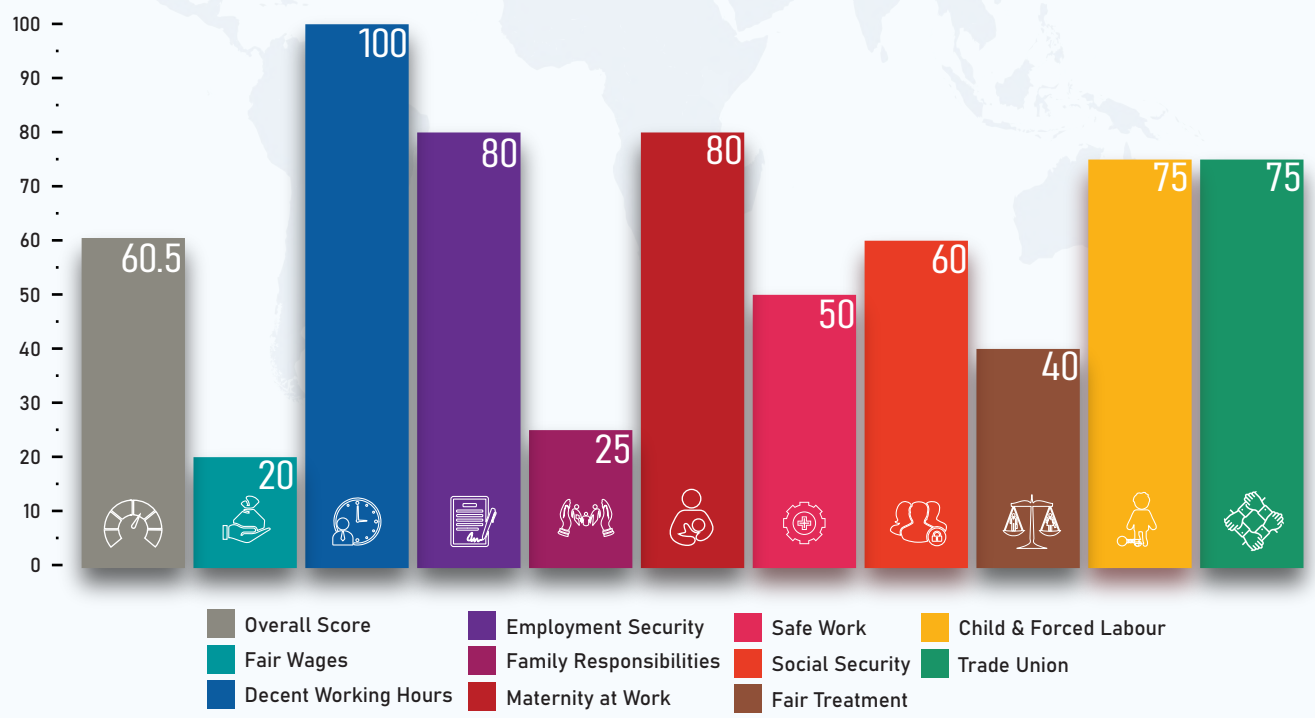
Living Wage (Standard family)
XAF 201,000 per month (2020)
$337.01 per month (2020)

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
46.7% (2011)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Chad

SCORE **60.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**20**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**100**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**50**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**75**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Chile

SCORE
75
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Southern America

Income Group
High Income

Population
18.95 M (2019)

Labour Force
9.55 M (2019)

Female Labour Force
42.2% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
39.3% (2018)

GDP per Capita
$14,896.50 (2019)

Minimum Wage
CLP 301,000 per month (2020)
$387.39 per month (2020)

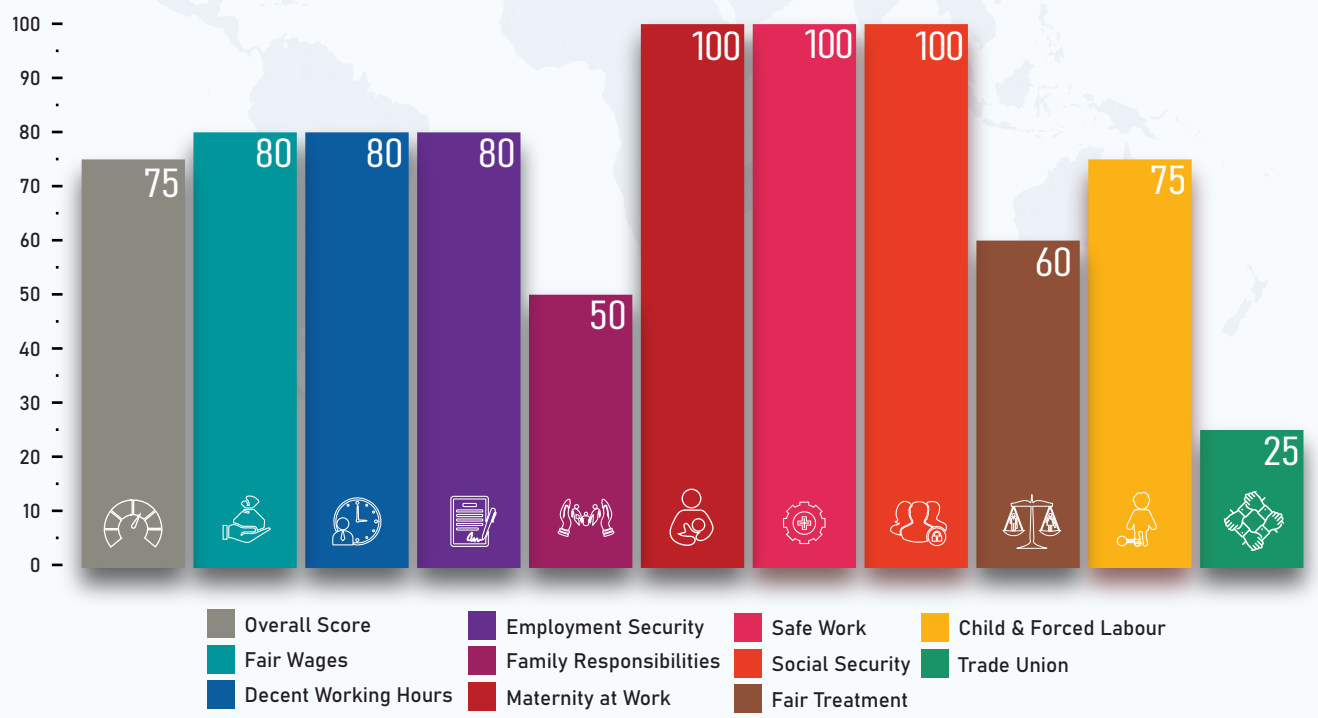
Living Wage (Standard family)
CLP 502,300 per month (2020)
$646.46 per month (2020)

Non-Standard Employment◊
A: 31.9% (2019)
B: 73.0% (2019)

Poverty Headcount§
8.6% (2017)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Chile

SCORE **75**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**80**
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	**80**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**25**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

China

SCORE
71
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Eastern Asia

Income Group
Upper Middle Income

Population
1,397.71 M (2019)

Labour Force
781.07 M (2019)

Female Labour Force
43.7% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
53.5% (2018)

GDP per Capita
$10,261.70 (2019)

Minimum Wage
CNY 1,000 per month (2020)
$143.42 per month (2020)

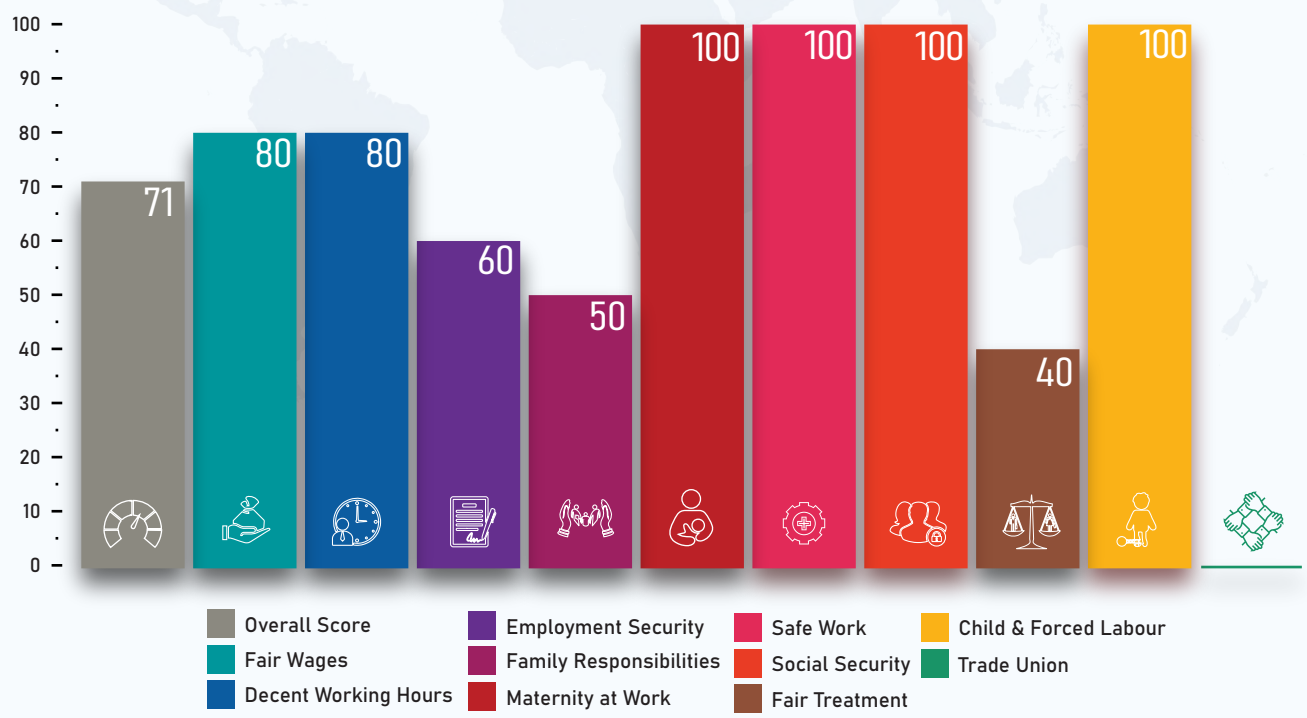
Living Wage (Standard family)
CNY 3,300 per month (2020)
$473.84 per month (2020)

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
1.7% (2018)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

China

SCORE **71**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Colombia

SCORE
73
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Southern America

Income Group
Upper Middle Income

Population
50.33 M (2019)

Labour Force
26.78 M (2019)

Female Labour Force
42.9% (2019)

Total Fertility Rate
1.8 (2018)

Informal Employment¶
55.4% (2018)

GDP per Capita
$6,432.40 (2019)

Minimum Wage
COP 877,803 per month (2020)
$260.68 per month (2020)

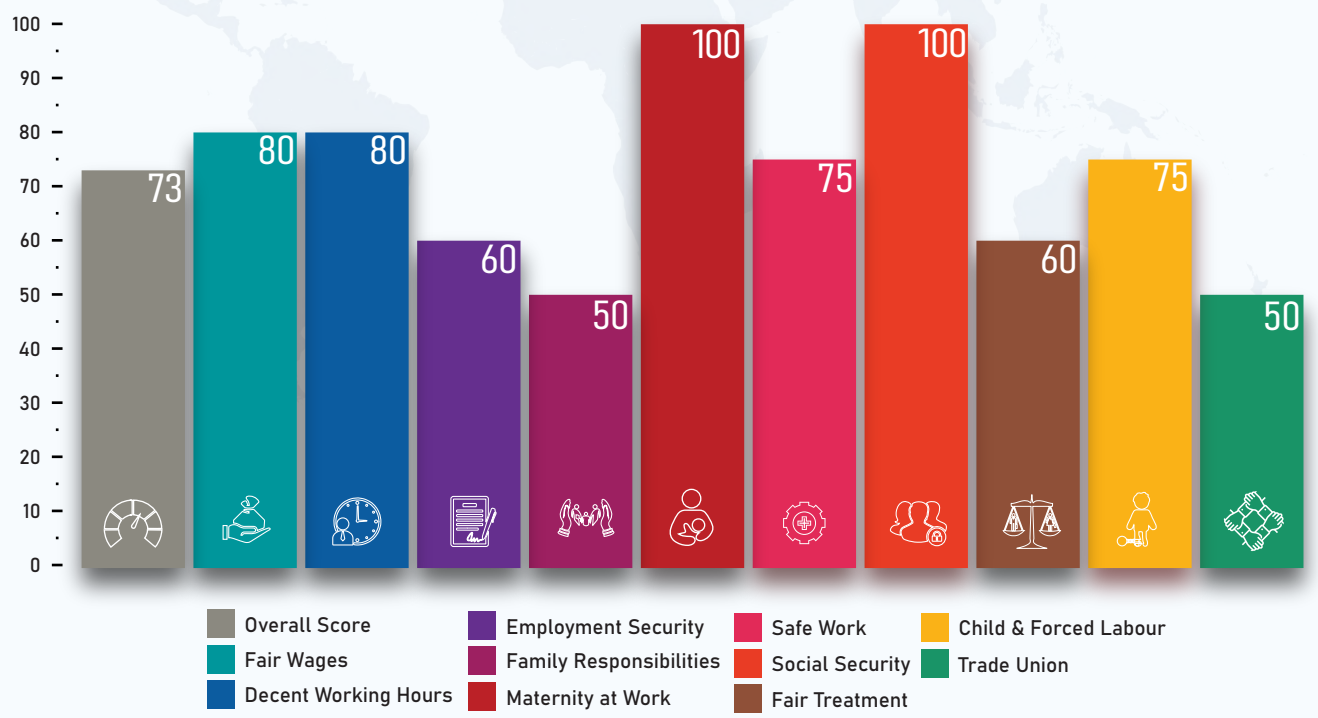
Living Wage (Standard family)
COP 12,16,400 per month (2020)
$361.24 per month (2020)

Non-Standard Employment◊
A: 27.1% (2015)
B: 18.2% (2019)

Poverty Headcount§
27.0% (2018)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Colombia

SCORE 73

RATING

REASONABLE ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**50**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Costa Rica

SCORE
73
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Central America

Income Group
Upper Middle Income

Population
5.04 M (2019)

Labour Force
2.47 M (2019)

Female Labour Force
39.0% (2019)

Total Fertility Rate
1.8 (2018)

Informal Employment¶
37.4% (2018)

GDP per Capita
$12,238.40 (2019)

Minimum Wage
CRC 286,740 per month (2020)
$505.33 per month (2020)

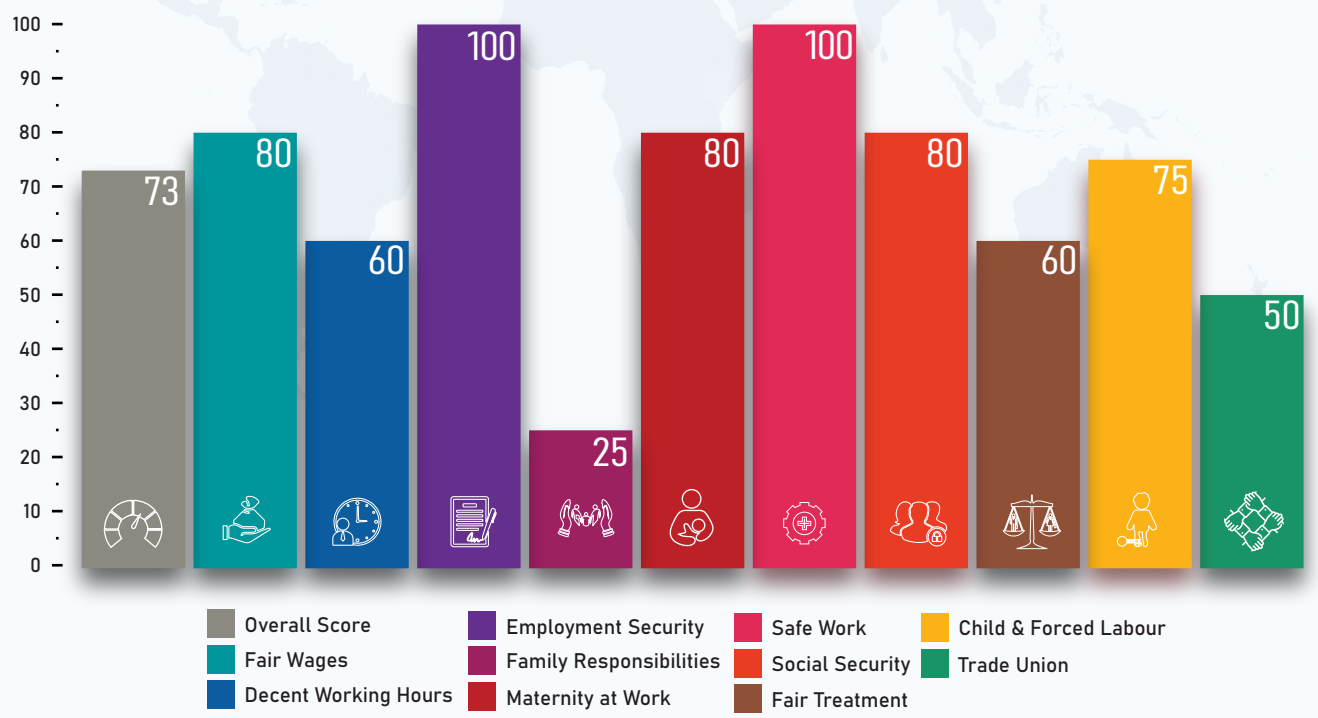
Living Wage (Standard family)
CRC 300,100 per month (2020)
$528.88 per month (2020)

Non-Standard Employment◊
A: 27.8% (2019)
B: 7.0% (2019)

Poverty Headcount§
21.0% (2019)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Costa Rica



SCORE **73**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**60**
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	**100**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**75**
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	**50**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Croatia

SCORE
85
RATING
APPROACHING DECENT WORK

Quick Facts

Region
South Eastern Europe

Income Group
High Income

Population
4.06 M (2019)

Labour Force
1.77 M (2019)

Female Labour Force
46.5% (2019)

Total Fertility Rate
1.5 (2018)

Informal Employment¶
10.8% (2018)

GDP per Capita
$14,853.20 (2019)

Minimum Wage
HRK 4,063 per month (2020)
$599.34 per month (2020)

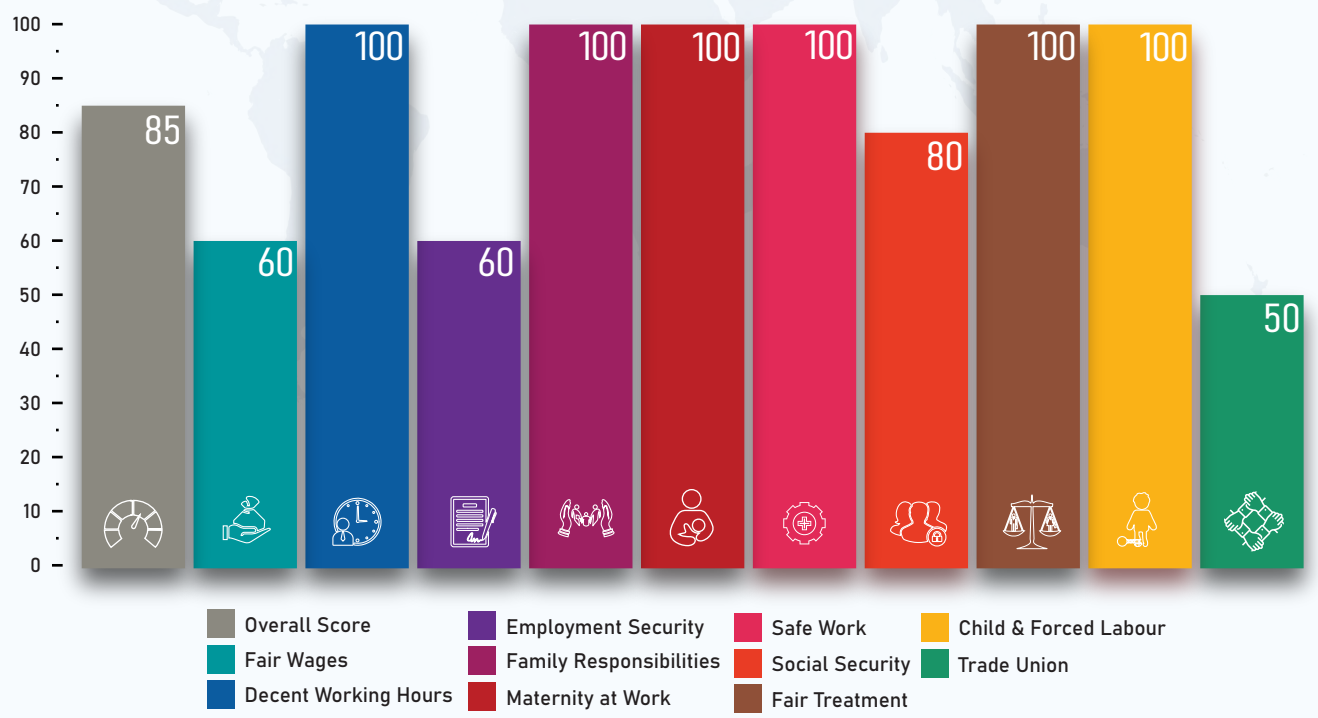
Living Wage (Standard family)
HRK 6,760 per month (2020)
$997.18 per month (2020)

Non-Standard Employment◊
A: 26.1% (2019)
B: 18.2% (2019)

Poverty Headcount§
19.4% (2017)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Croatia

SCORE **85**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**100**
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	**60**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**50**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Cyprus

SCORE
83.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
South Eastern Europe

Income Group
High Income

Population
1.19 M (2019)

Labour Force
0.62 M (2019)

Female Labour Force
46.2% (2019)

Total Fertility Rate
1.3 (2018)

Informal Employment¶
14.1% (2018)

GDP per Capita
$27,858.40 (2019)

Minimum Wage
EUR 870 per month (2020)
$957.19 per month (2020)

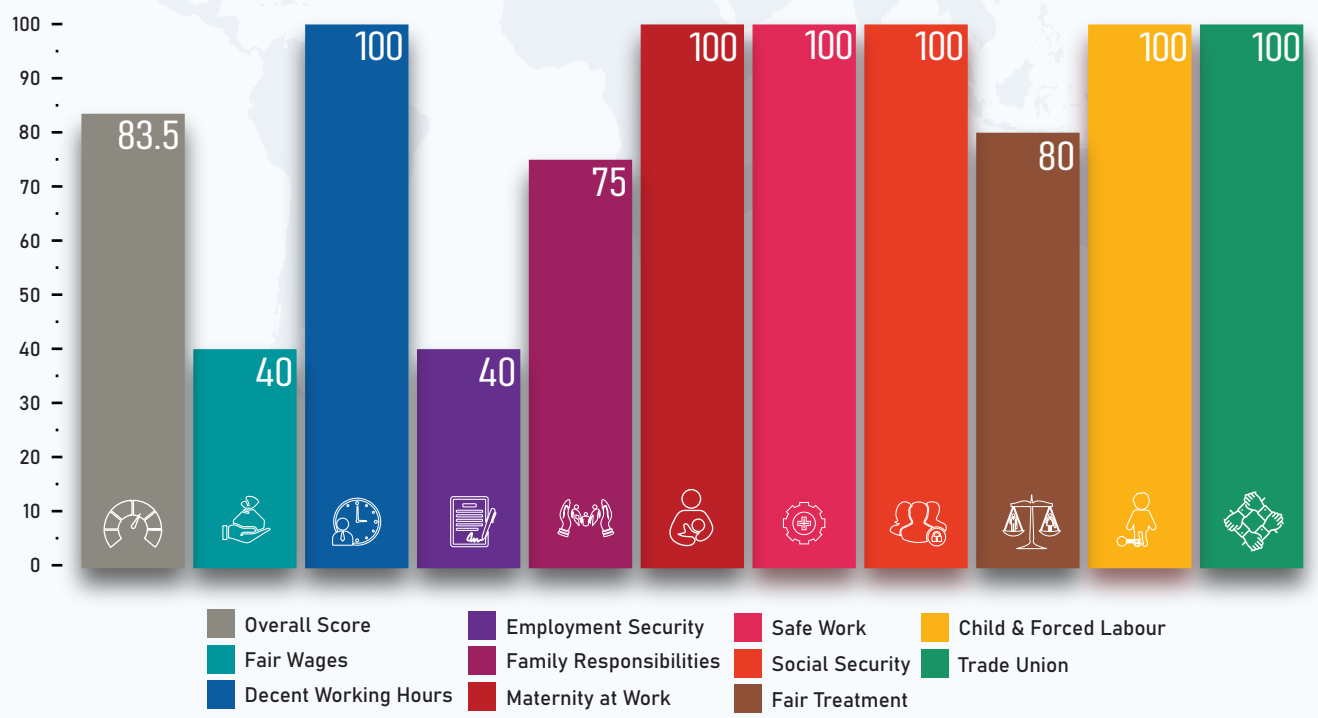
Living Wage (Standard family)
EUR 1,040 per month (2020)
$1,144.22 per month (2020)

Non-Standard Employment◊
A: 31.0% (2019)
B: 13.6% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Cyprus

SCORE **83.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**100**
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	**40**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Czech Republic

SCORE
87.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Eastern Europe

Income Group
High Income

Population
10.66 M (2019)

Labour Force
5.44 M (2019)

Female Labour Force
44.7% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
9.1% (2018)

GDP per Capita
$23,101.80 (2019)

Minimum Wage
CZK 14,600 per month (2020)
$640.28 per month (2020)

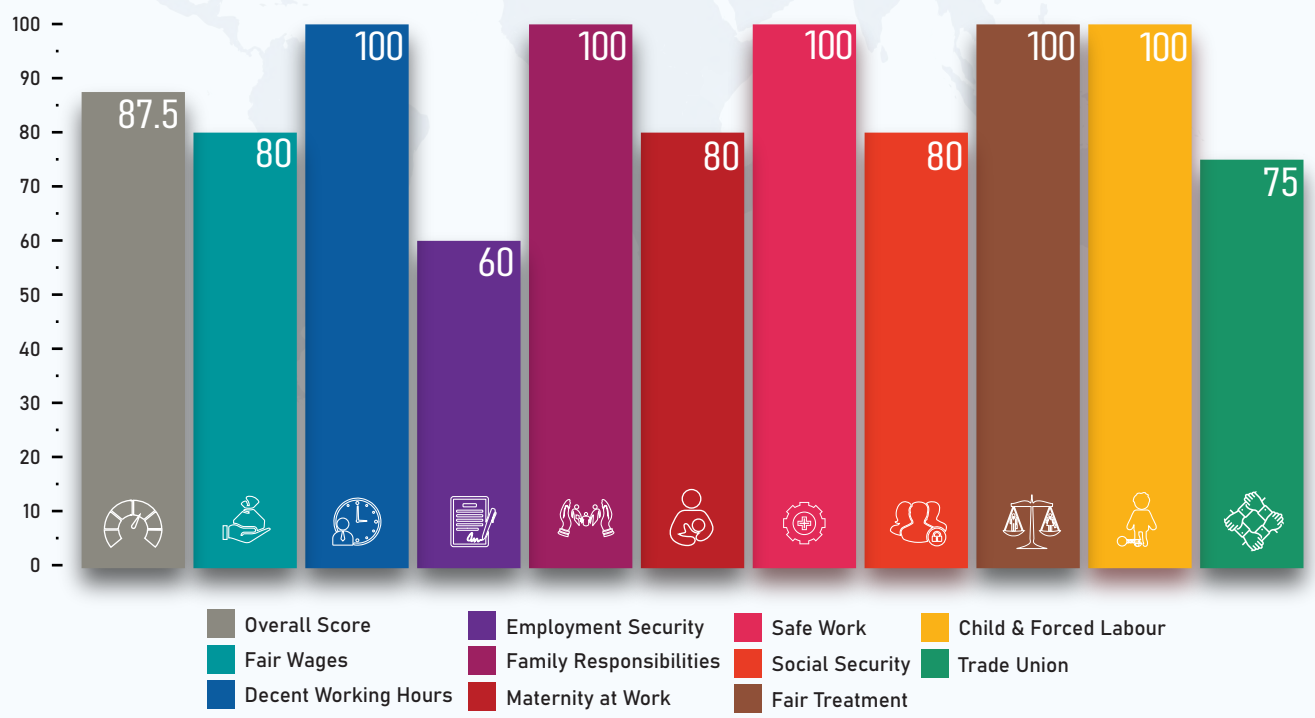
Living Wage (Standard family)
CZK 14,900 per month (2020)
$653.44 per month (2020)

Non-Standard Employment◊
A: 28.4% (2019)
B: 8.3% (2019)

Poverty Headcount§
9.7% (2013)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Czech Republic



SCORE **87.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Democratic Republic of the Congo

SCORE
64
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Central Africa

Income Group
Low Income

Population
86.79 M (2019)

Labour Force
29.74 M (2019)

Female Labour Force
48.3% (2019)

Total Fertility Rate
5.9 (2018)

Informal Employment¶
76.2% (2018)

GDP per Capita
$545.20 (2019)

Minimum Wage
CDF 191,025 per month (2020)
$112.71 per month (2020)

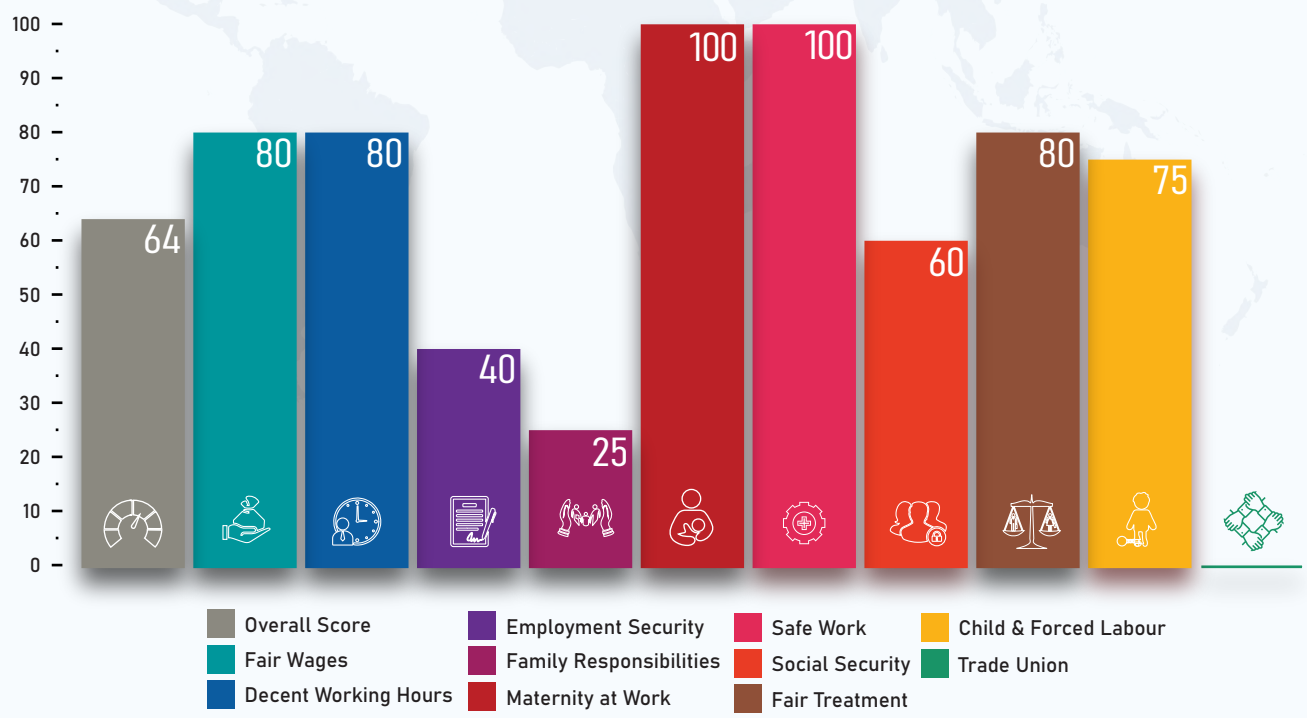
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: 42.6 (2012)
B: 9.5 (2012)

Poverty Headcount§
63.9 (2012)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Democratic Republic of the Congo

SCORE **64**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**40**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**75**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Denmark

SCORE
86.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Scandinavia

Income Group
High Income

Population
5.81 M (2019)

Labour Force
3.02 M (2019)

Female Labour Force
47.4% (2019)

Total Fertility Rate
1.8 (2018)

Informal Employment¶
10.8% (2018)

GDP per Capita
$59,822.10 (2019)

Minimum Wage
Negotiated

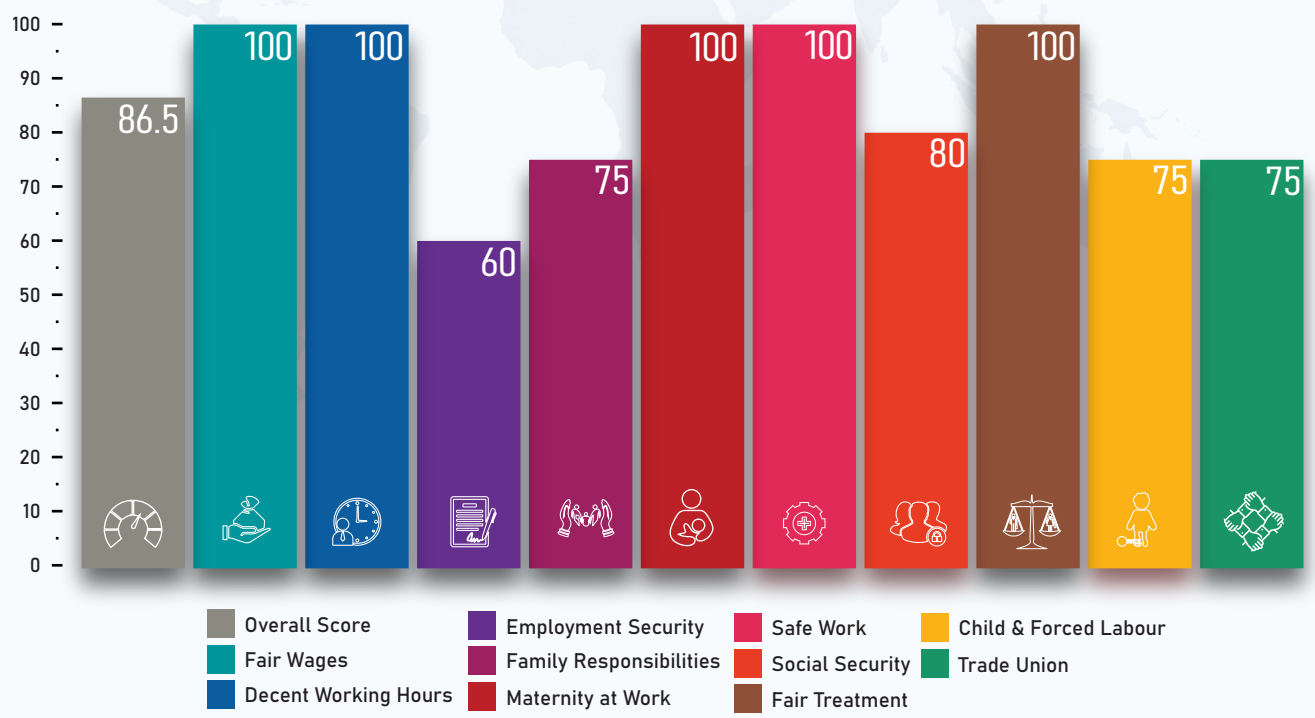
Living Wage (Standard family)
DKK 13,500 per month (2020)
$2,027.29 per month (2020)

Non-Standard Employment◊
A: 44.3% (2019)
B: 10.9% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Denmark

SCORE **86.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**75**
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	**75**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Democratic Republic of the Congo

SCORE
64
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Central Africa

Income Group
Low Income

Population
86.79 M (2019)

Labour Force
29.74 M (2019)

Female Labour Force
48.3% (2019)

Total Fertility Rate
5.9 (2018)

Informal Employment¶
76.2% (2018)

GDP per Capita
$545.20 (2019)

Minimum Wage
CDF 191,025 per month (2020)
$112.71 per month (2020)

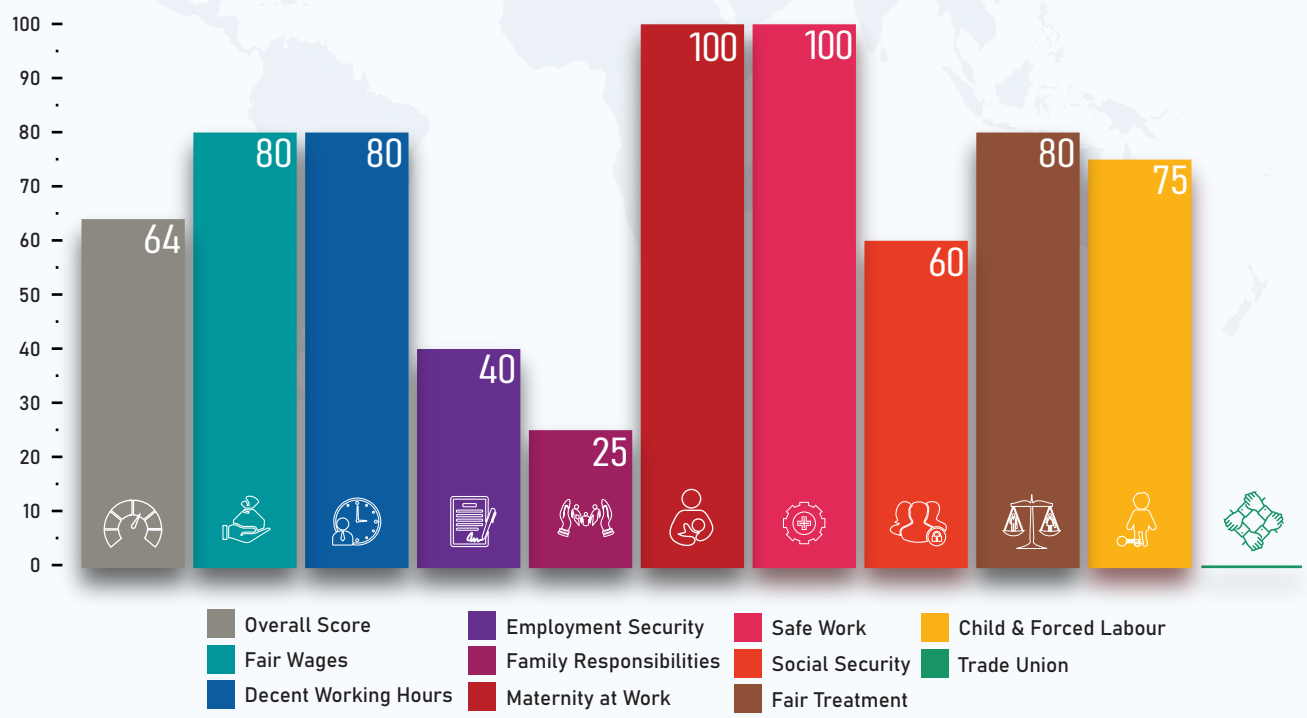
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: 42.6 (2012)
B: 9.5 (2012)

Poverty Headcount§
63.9 (2012)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Democratic Republic of the Congo

SCORE **64**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**40**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**75**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Denmark

SCORE
86.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Scandinavia

Income Group
High Income

Population
5.81 M (2019)

Labour Force
3.02 M (2019)

Female Labour Force
47.4% (2019)

Total Fertility Rate
1.8 (2018)

Informal Employment¶
10.8% (2018)

GDP per Capita
$59,822.10 (2019)

Minimum Wage
Negotiated

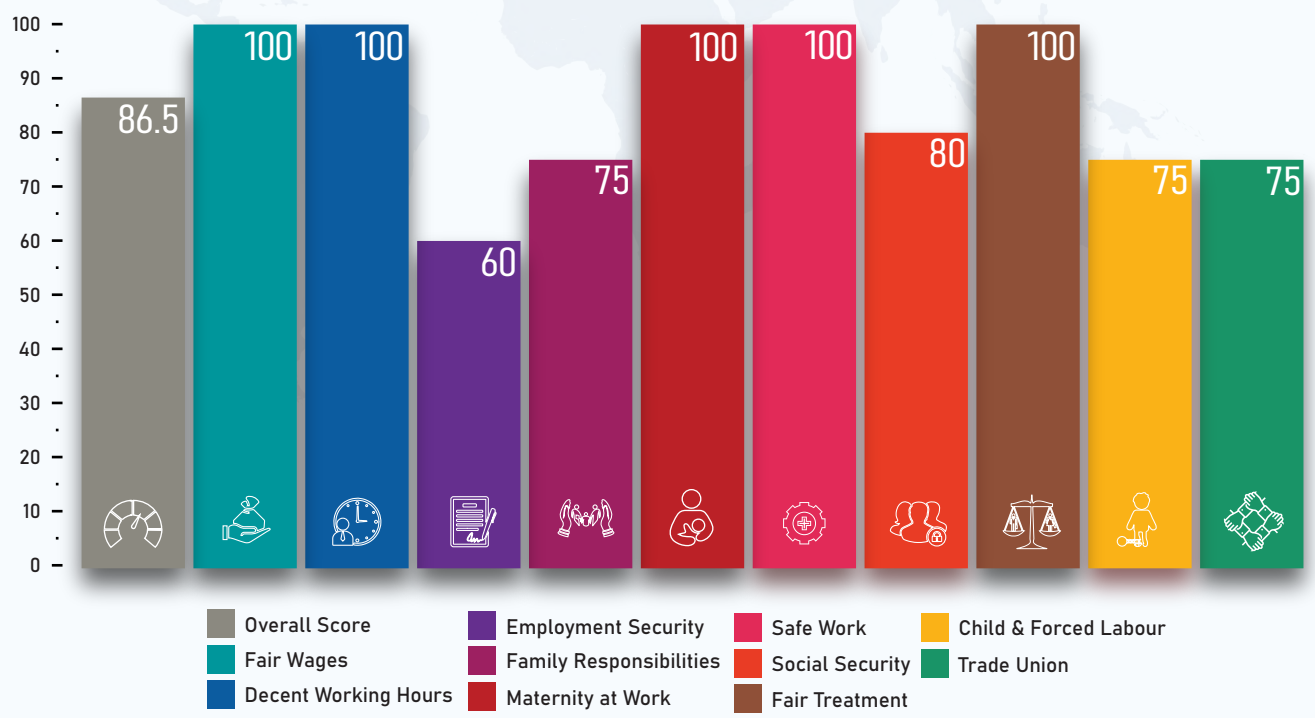
Living Wage (Standard family)
DKK 13,500 per month (2020)
$2,027.29 per month (2020)

Non-Standard Employment◊
A: 44.3% (2019)
B: 10.9% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Denmark

SCORE **86.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**75**
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	**75**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Egypt

SCORE **69.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Quick Facts

Region
Northern Africa

Income Group
Lower Middle Income

Population
100.38 M (2019)

Labour Force
30.82 M (2019)

Female Labour Force
23.6% (2019)

Total Fertility Rate
3.3 (2018)

Informal Employment¶
49.8% (2018)

GDP per Capita
$3,020.00 (2019)

Minimum Wage
EGP 2,000 per month (2020)
$127.13 per month (2020)

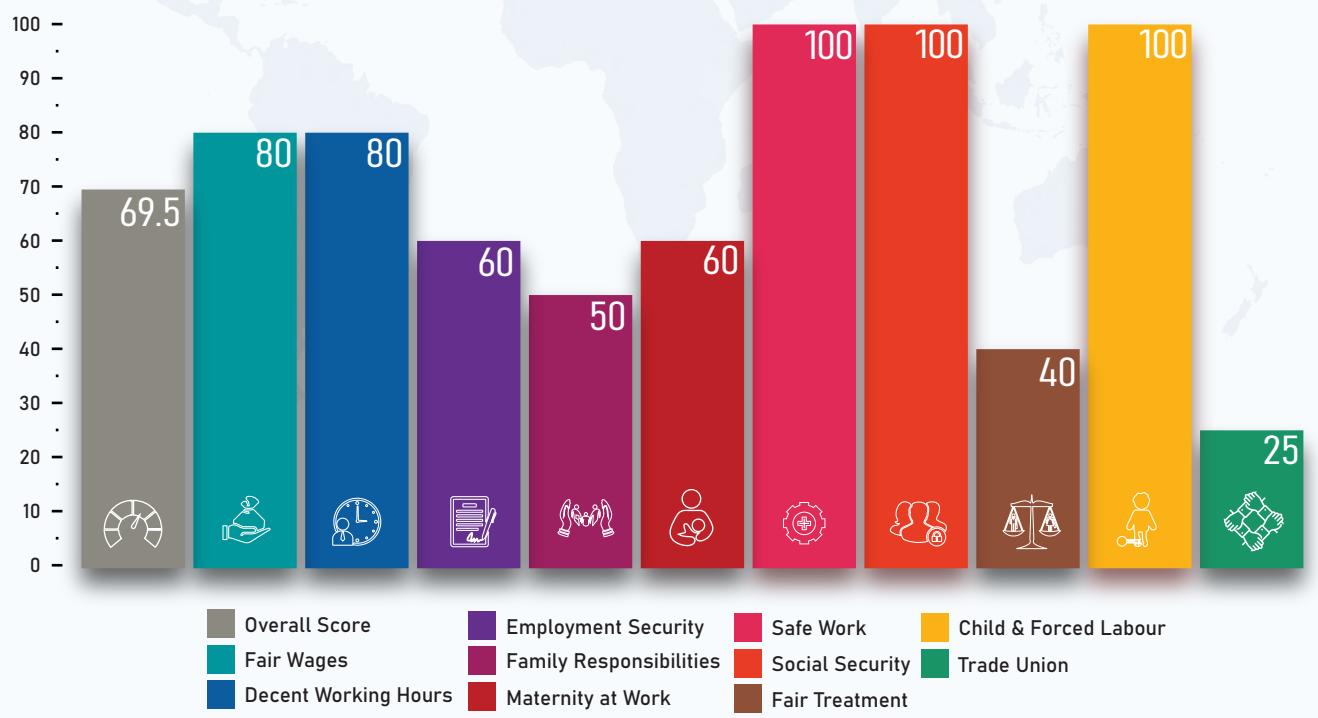
Living Wage (Standard family)
EGP 2,380 per month (2020)
$151.28 per month (2020)

Non-Standard Employment◊
A: 13.7% (2017)
B: 64.2% (2018)

Poverty Headcount§
32.5% (2017)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Egypt

SCORE **69.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**80**
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	**60**
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	**50**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**100**
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	**25**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

El Salvador

SCORE
61.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Central America

Income Group
Lower Middle Income

Population
6.45 M (2019)

Labour Force
2.78 M (2019)

Female Labour Force
41.9% (2019)

Total Fertility Rate
2.0 (2018)

Informal Employment¶
63.1% (2018)

GDP per Capita
$4,187.30 (2019)

Minimum Wage
USD 200 per month (2020)
$200.00 per month (2020)

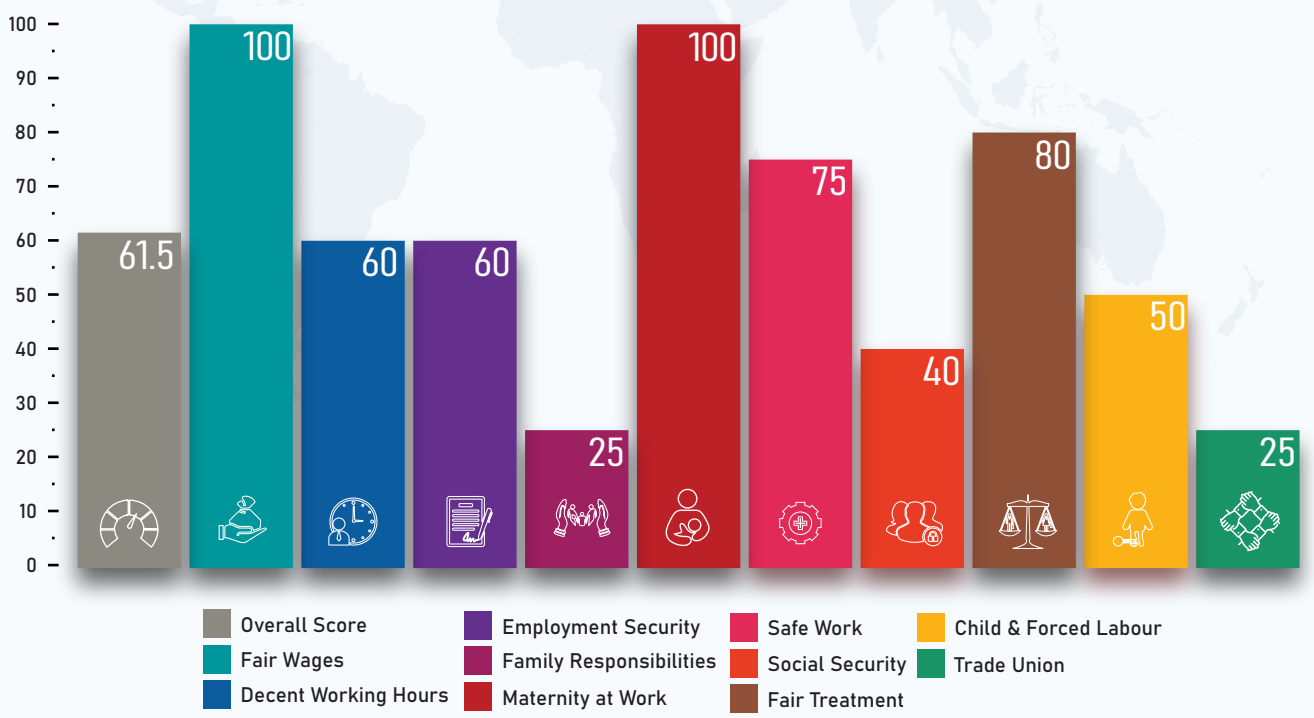
Living Wage (Standard family)
USD 1,470 per month (2020)
$1,470.00 per month (2020)

Non-Standard Employment◊
A: 21.5% (2019)
B: 4.0% (2019)

Poverty Headcount§
29.2% (2017)

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020



El Salvador

SCORE
61.5
RATING
LIMITED ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**60**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**40**
Old age pension	✓
Survivors' pension	✗
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✗
8. Fair Treatment	**80**
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	**50**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Estonia

SCORE
85
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Baltic States

Income Group
High Income

Population
1.32 M (2019)

Labour Force
0.70 M (2019)

Female Labour Force
48.1% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
6.3% (2018)

GDP per Capita
$23,659.90 (2019)

Minimum Wage
EUR 584 per month (2020)
$655.20 per month (2020)

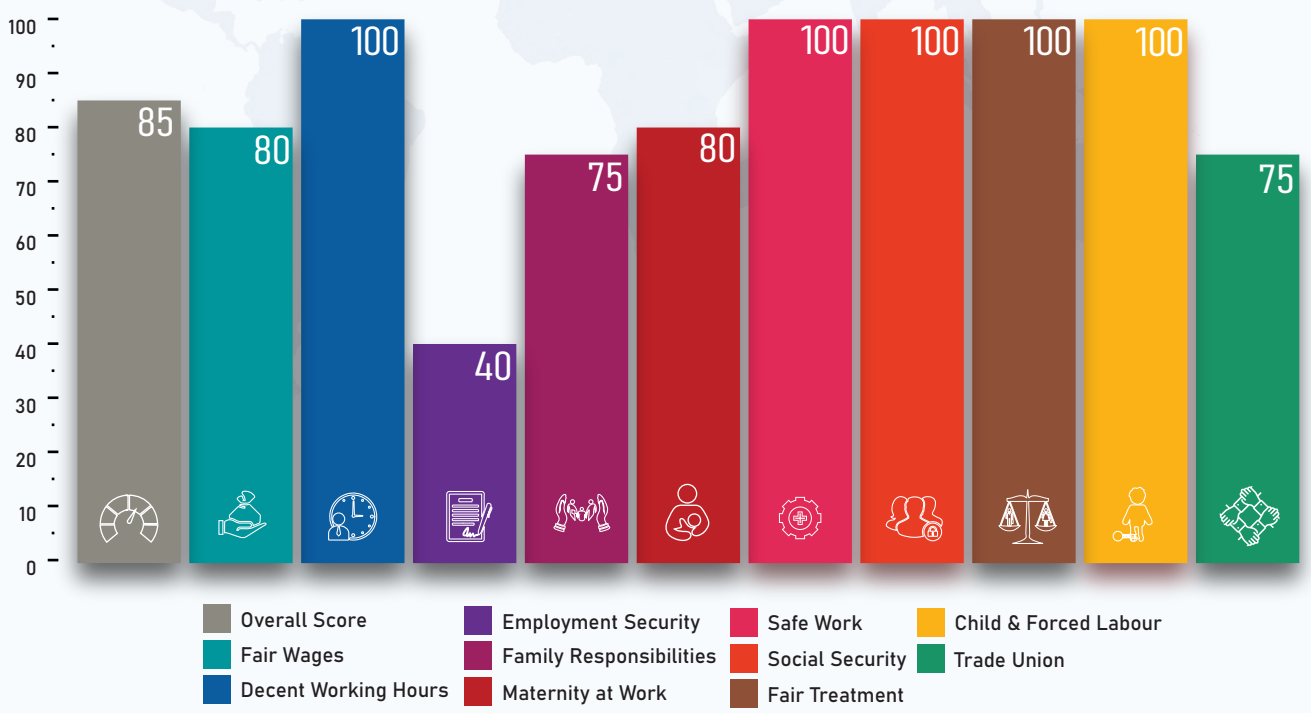
Living Wage (Standard family)
EUR 455 per month (2020)
$510.47 per month (2020)

Non-Standard Employment◊
A: 29.6% (2019)
B: 3.1% (2019)

Poverty Headcount§
21.8% (2013)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Estonia

SCORE **85**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**40**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Ethiopia

SCORE **60.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Quick Facts

Region
Eastern Africa

Income Group
Low Income

Population
112.07 M (2019)

Labour Force
53.19 M (2019)

Female Labour Force
46.5% (2019)

Total Fertility Rate
4.2 (2018)

Informal Employment¶
41.0% (2004)

GDP per Capita
$857.5 (2019)

Minimum Wage
ETB 420 per month (2020)
$13.09 per month (2020)

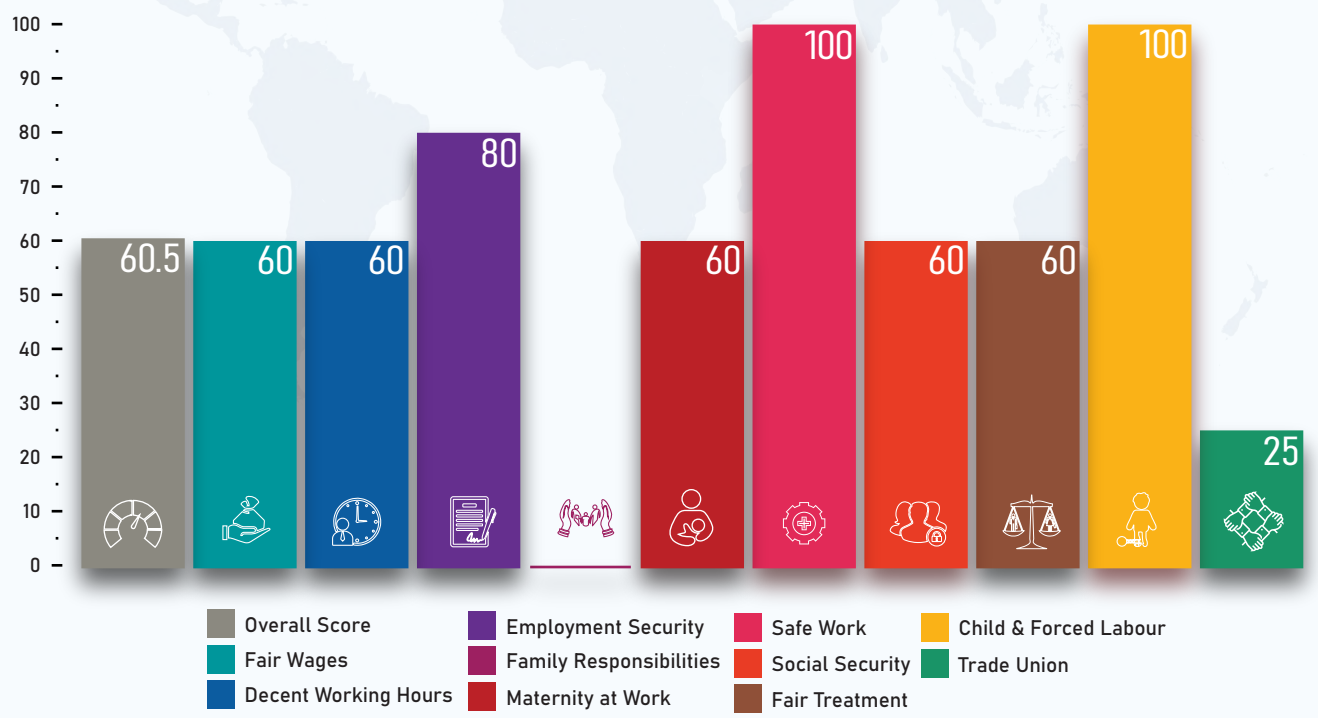
Living Wage (Standard family)
ETB 7,540 per month (2020)
$234.91 per month (2020)

Non-Standard Employment◊
A: 53.8% (2013)
B: 46.4% (2013)

Poverty Headcount§
23.5% (2015)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Ethiopia

SCORE **60.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**60**
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	**80**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Finland

SCORE **93.5**

RATING **DECENT WORK**

Quick Facts

Region
Scandinavia

Income Group
High Income

Population
5.52 M (2019)

Labour Force
2.73 M (2019)

Female Labour Force
48.0% (2019)

Total Fertility Rate
1.5 (2018)

Informal Employment¶
5.1% (2018)

GDP per Capita
$48,685.90 (2019)

Minimum Wage
Negotiated

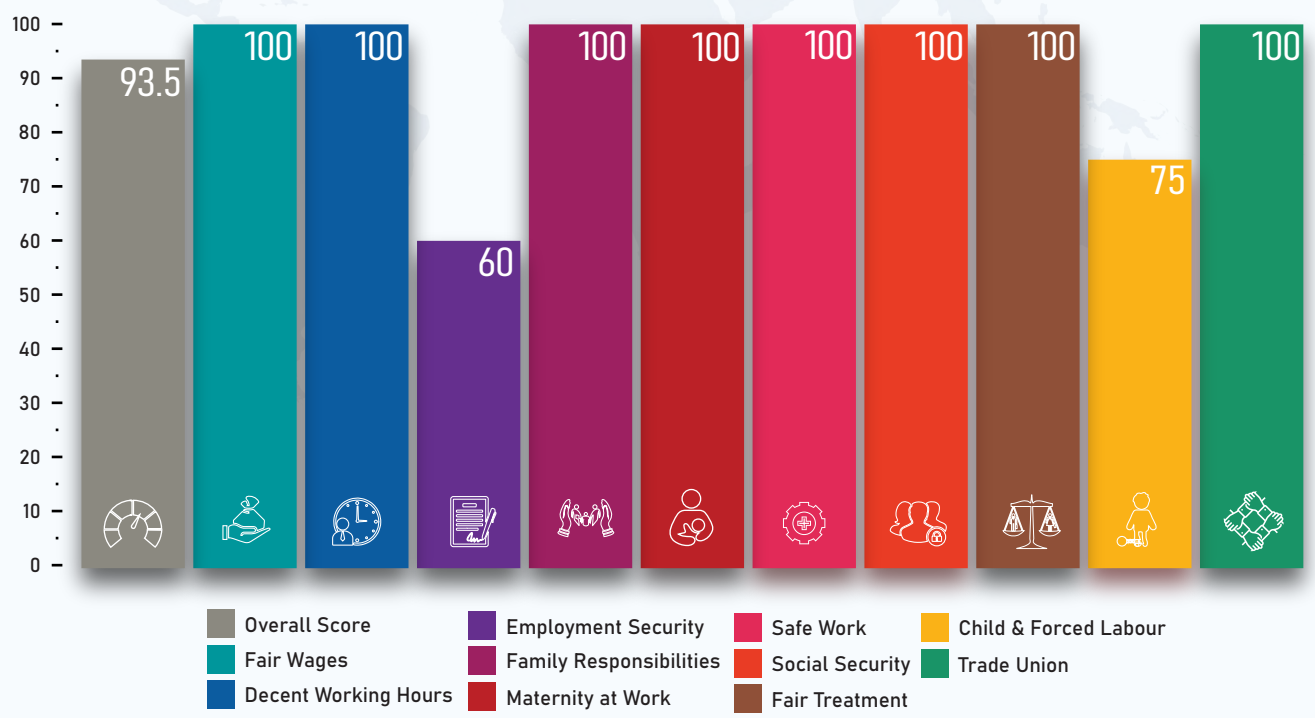
Living Wage (Standard family)
EUR 1,120 per month (2020)
$1,232.24 per month (2020)

Non-Standard Employment◊
A: 43.9% (2019)
B: 15.7% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Finland

SCORE **93.5**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**75**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

FRANCE

SCORE
92
RATING
DECENT WORK

QUICK FACTS

Region
Western Europe

Income Group
High Income

Population
67.05 M (2019)

Labour Force
30.38 M (2019)

Female Labour Force
48.0% (2019)

Total Fertility Rate
1.9 (2018)

Informal Employment¶
8.9% (2018)

GDP per Capita
$40,493.90 (2019)

Minimum Wage
EUR 1,539 per month (2020)
$1,693.23 per month (2020)

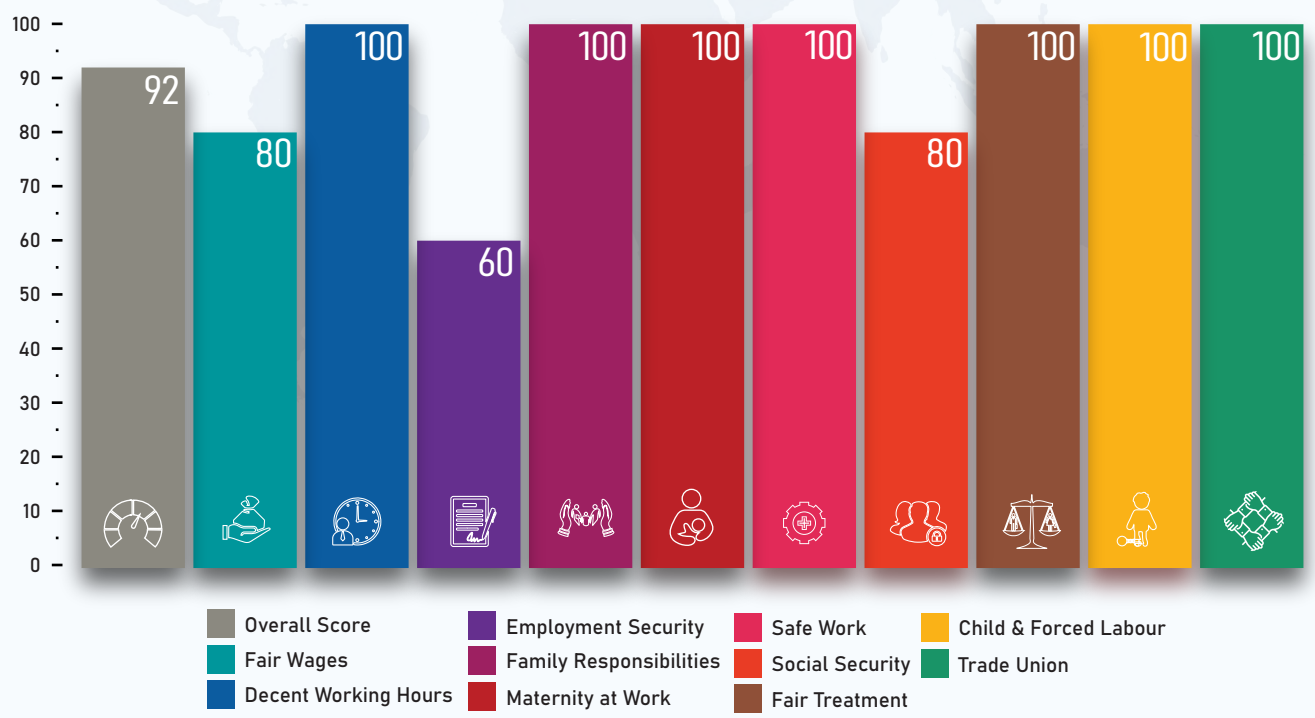
Living Wage (Standard family)
EUR 1,510 per month (2020)
$1,661.32 per month (2020)

Non-Standard Employment◊
A: 39.7% (2019)
B: 16.4% (2019)

Poverty Headcount§
N/A

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

LEGISLATIVE PERFORMANCE



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

France

SCORE **92**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**100**
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	**60**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✗
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Germany

SCORE
79.5
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Western Europe

Income Group
High Income

Population
83.13 M (2019)

Labour Force
43.57 M (2019)

Female Labour Force
46.3% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
10.1% (2018)

GDP per Capita
$46,258.90 (2019)

Minimum Wage
EUR 1,580 per month (2020)
$1,738.34 per month (2020)

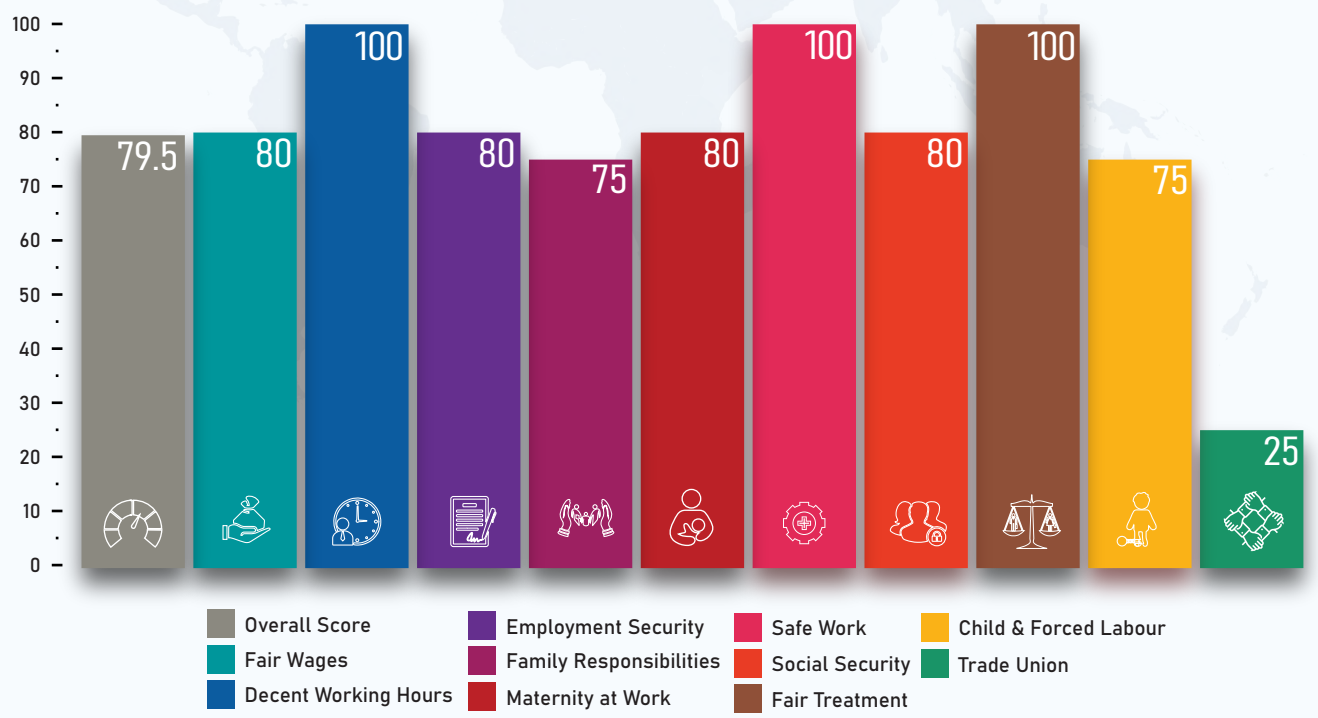
Living Wage (Standard family)
EUR 1,100 per month (2020)
$1,210.24 per month (2020)

Non-Standard Employment◊
A: 41.1% (2019)
B: 11.9% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Germany

SCORE **79.5**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**75**
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	**25**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Ghana

SCORE
59.5
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
West Africa

Income Group
Lower Middle Income

Population
30.41 M (2019)

Labour Force
12.91 M (2019)

Female Labour Force
46.5% (2019)

Total Fertility Rate
3.9 (2018)

Informal Employment¶
82.6% (2018)

GDP per Capita
$2,202.10 (2019)

Minimum Wage
GHS 319 per month (2020)
$59.22 per month (2020)

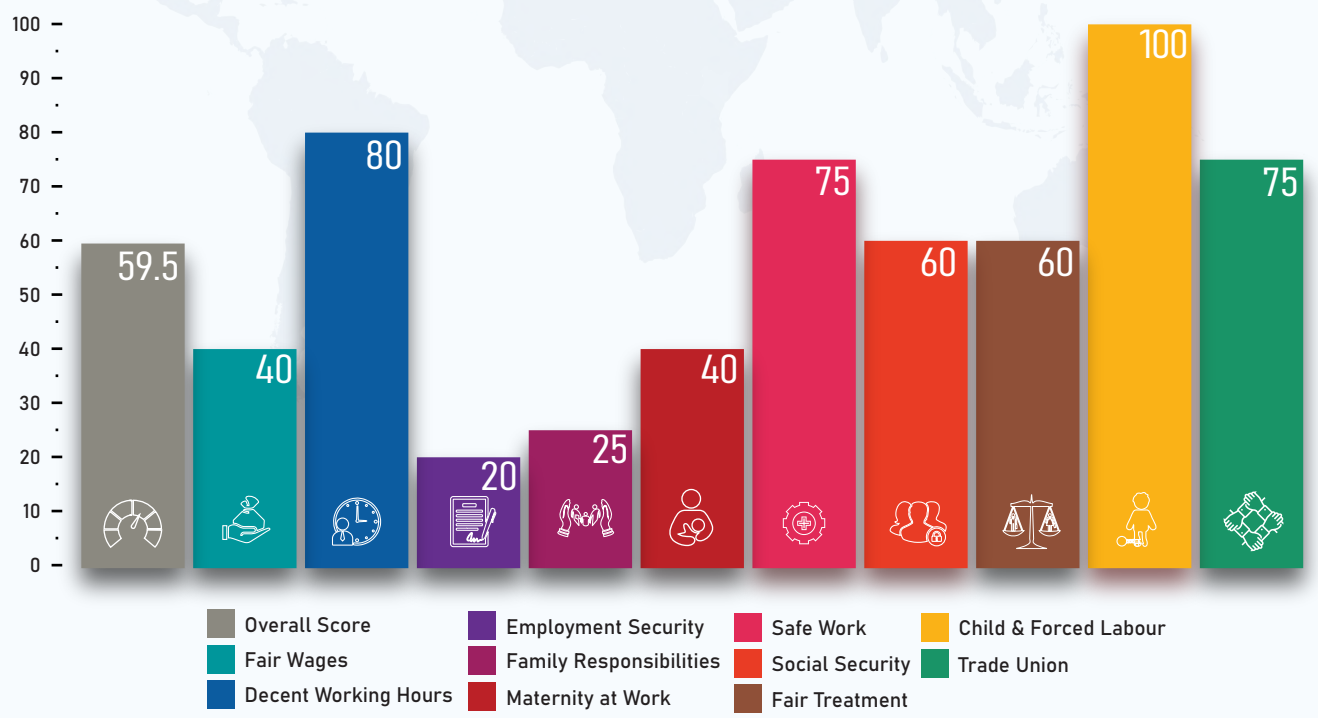
Living Wage (Standard family)
GHS 1,690 per month (2020)
$313.75 per month (2020)

Non-Standard Employment◊
A: 30.4% (2017)
B: 14.6% (2017)

Poverty Headcount§
23.4% (2016)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Ghana

SCORE **59.5**

RATING **BASIC ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**20**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Greece

SCORE
89
RATING
APPROACHING DECENT WORK

Quick Facts

Region
South Eastern Europe

Income Group
High Income

Population
10.71 M (2019)

Labour Force
4.77 M (2019)

Female Labour Force
43.8% (2019)

Total Fertility Rate
1.4 (2018)

Informal Employment¶
25.5% (2018)

GDP per Capita
$19,582.50 (2019)

Minimum Wage
EUR 650 per month (2020)
$715.14 per month (2020)

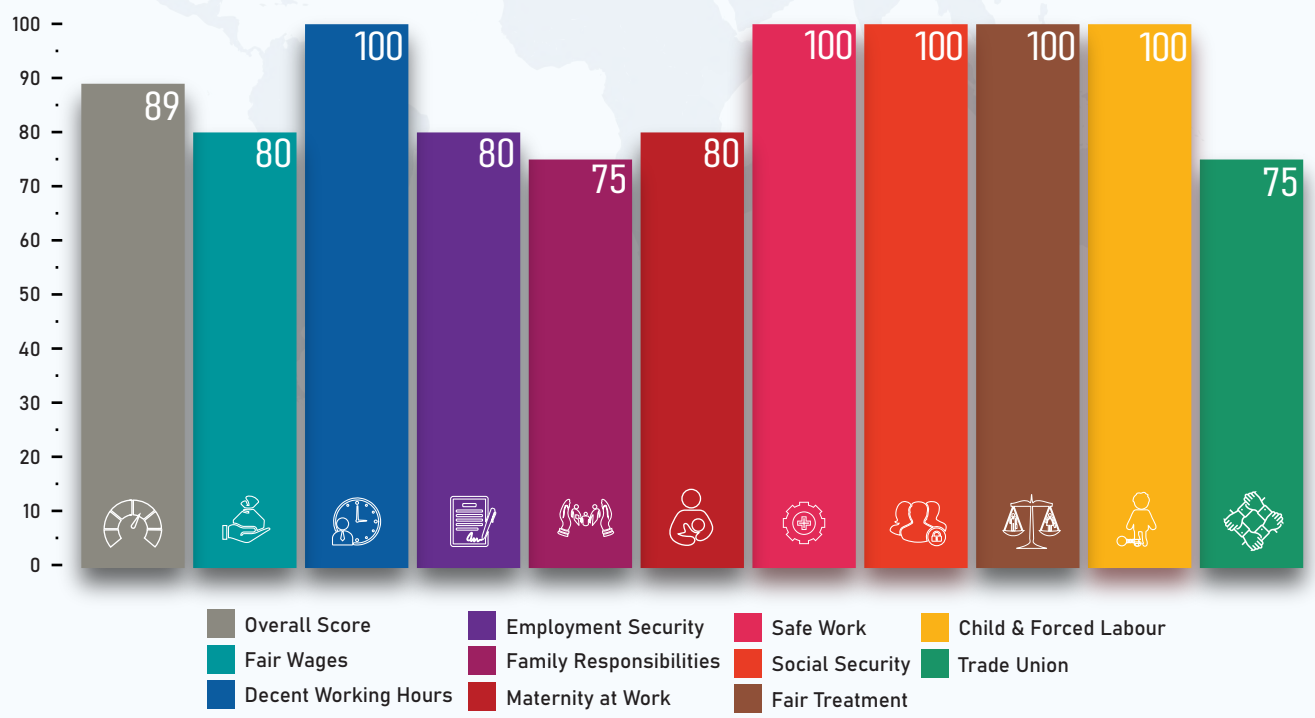
Living Wage (Standard family)
EUR 815 per month (2020)
$896.68 per month (2020)

Non-Standard Employment◊
A: 25.7% (2019)
B: 12.5% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Greece

SCORE **89**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✗
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Guatemala

SCORE
58.5
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
Central America

Income Group
Upper Middle Income

Population
16.6 M (2019)

Labour Force
6.84 M (2019)

Female Labour Force
33.1% (2019)

Total Fertility Rate
2.9 (2018)

Informal Employment¶
72.7% (2018)

GDP per Capita
$4,620.00 (2019)

Minimum Wage
GTQ 2,582 per month (2020)
$336.99 per month (2020)

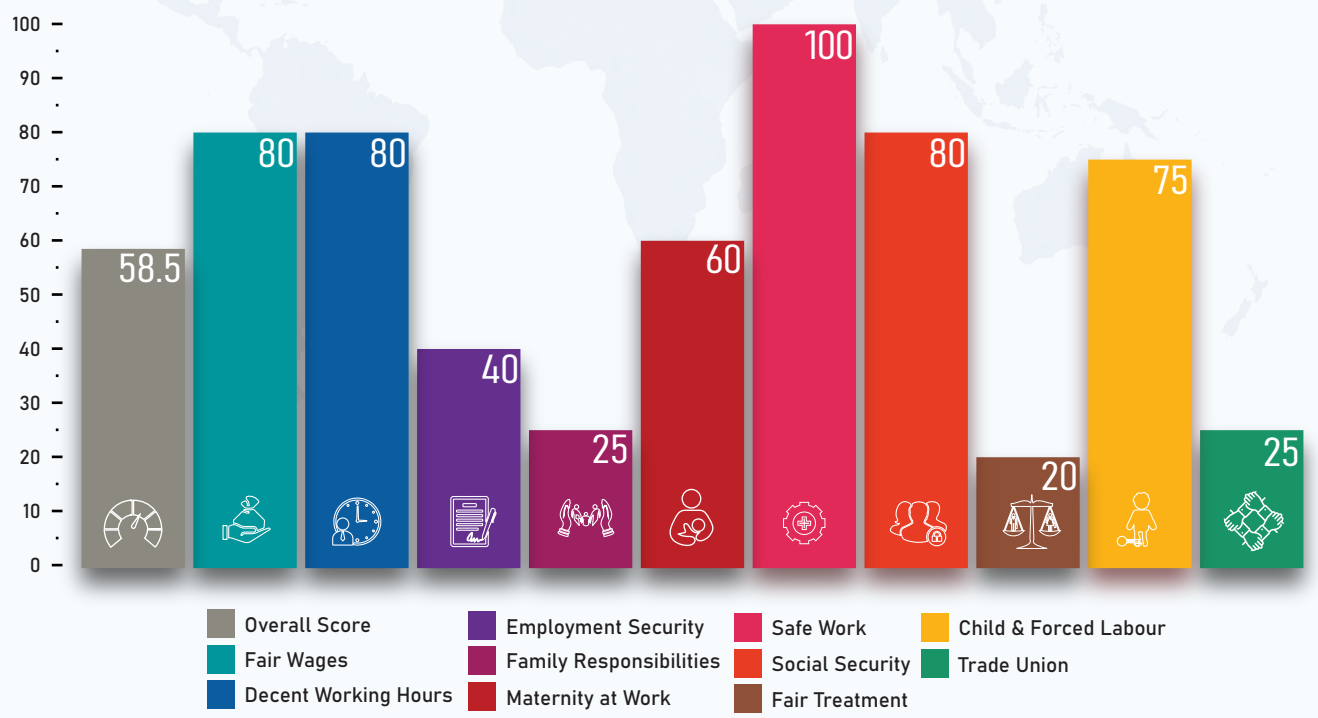
Living Wage (Standard family)
GTQ 2,370 per month (2020)
$309.32 per month (2020)

Non-Standard Employment◊
A: 29.4% (2015)
B: 6.1% (2017)

Poverty Headcount§
59.3% (2014)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Guatemala

SCORE **58.5**

RATING **BASIC ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**40**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**20**
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	**75**
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	**25**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Guinea

SCORE
80.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
West Africa

Income Group
Low Income

Population
12.77 M (2019)

Labour Force
4.44 M (2019)

Female Labour Force
54.3% (2019)

Total Fertility Rate
4.7 (2018)

Informal Employment¶
72.0% (1991)

GDP per Capita
$1,064.10 (2019)

Minimum Wage
GNF 440,000 per month (2020)
$46.11 per month (2020)

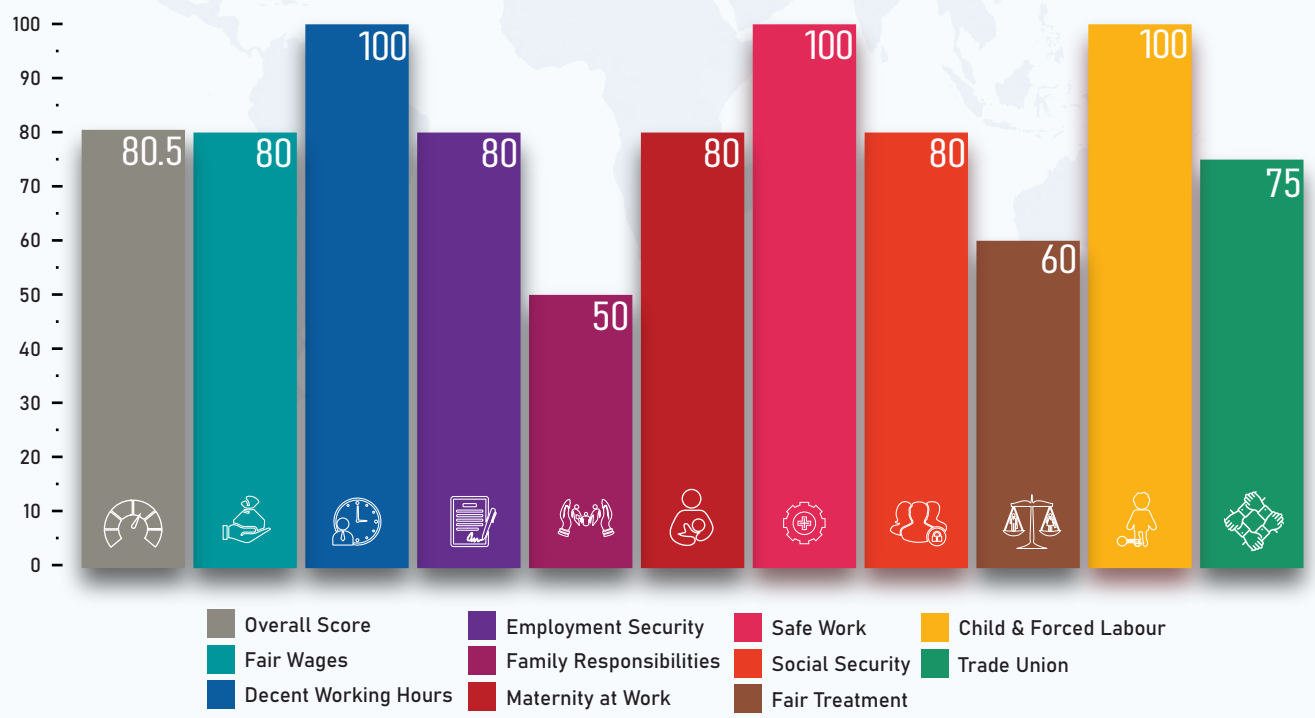
Living Wage (Standard family)
GNF 2,15,1300 per month (2020)
$225.47 per month (2020)

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
55.2% (2012)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Guinea

SCORE **80.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**50**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Honduras

SCORE
70
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Central America

Income Group
Lower Middle Income

Population
9.74 M (2019)

Labour Force
4.61 M (2019)

Female Labour Force
38.2% (2019)

Total Fertility Rate
2.5 (2018)

Informal Employment¶
72.7% (2018)

GDP per Capita
$2,574.90 (2019)

Minimum Wage
HNL 6,763 per month (2020)
$274.04 per month (2020)

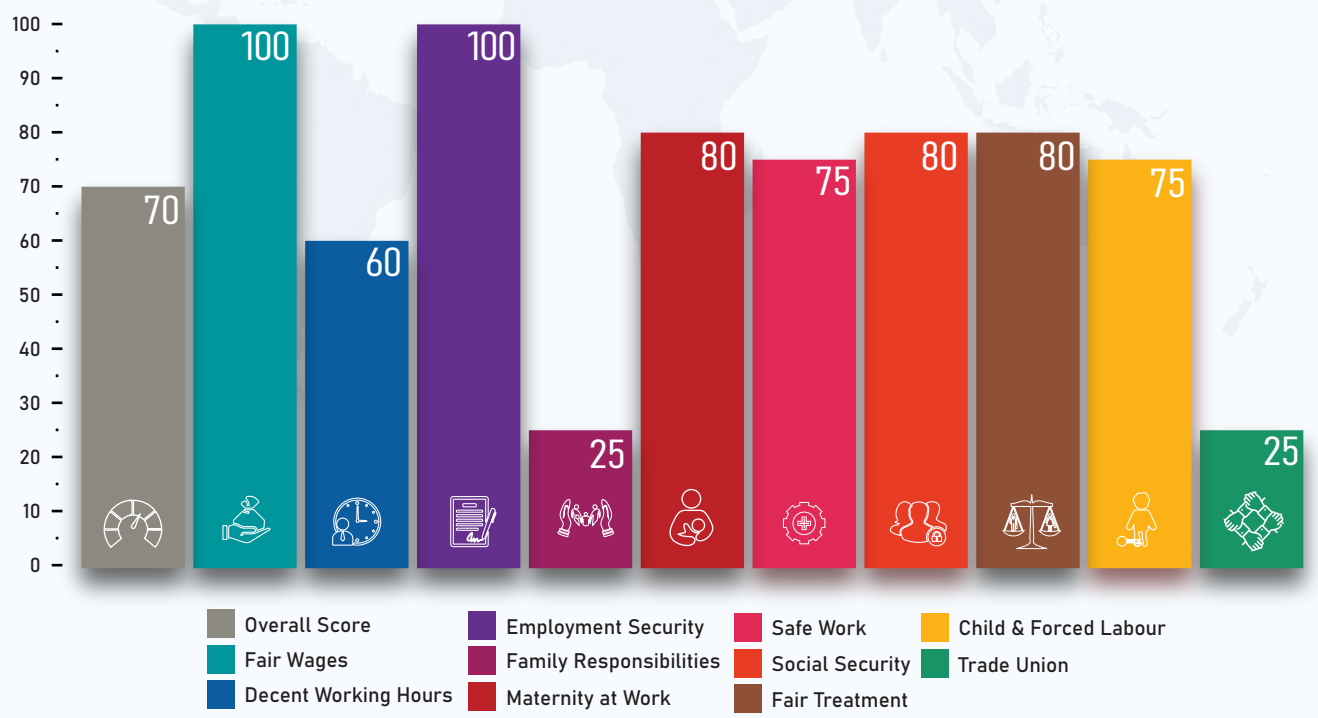
Living Wage (Standard family)
HNL 6,620 per month (2020)
$268.25 per month (2020)

Non-Standard Employment◊
A: 33.8% (2018)
B: N/A

Poverty Headcount§
48.3% (2018)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Honduras

SCORE **70**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**60**
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	**100**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**75**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Hungary

SCORE
88.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Eastern Europe

Income Group
High Income

Population
9.76 M (2019)

Labour Force
4.72 M (2019)

Female Labour Force
45.5% (2019)

Total Fertility Rate
1.5 (2018)

Informal Employment¶
10.5% (2018)

GDP per Capita
$16,475.70 (2019)

Minimum Wage
HUF 161,000 per month (2020)
$525.51 per month (2020)

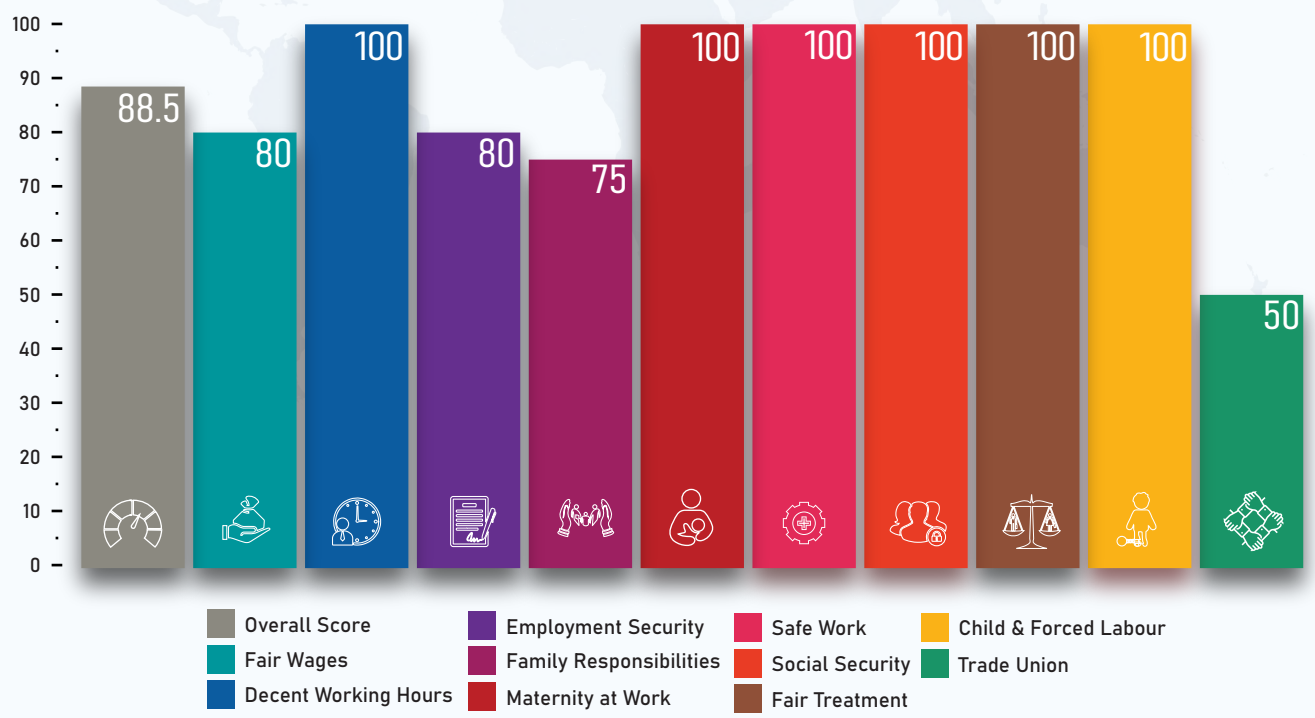
Living Wage (Standard family)
HUF 189,900 per month (2020)
$619.84 per month (2020)

Non-Standard Employment◊
A: 26.1% (2019)
B: 6.6% (2019)

Poverty Headcount§
14.9% (2014)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Hungary

SCORE **88.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**50**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

India

SCORE **67**

RATING **LIMITED ACCESS TO DECENT WORK**

Quick Facts

Region
Southern Asia

Income Group
Lower Middle Income

Population
1,366.41 M (2019)

Labour Force
494.26 M (2019)

Female Labour Force
20.1% (2019)

Total Fertility Rate
2.2 (2018)

Informal Employment¶
78.1% (2018)

GDP per Capita
$2,104.10 (2019)

Minimum Wage
INR 7,641 per month (2020)
$107.26 per month (2020)

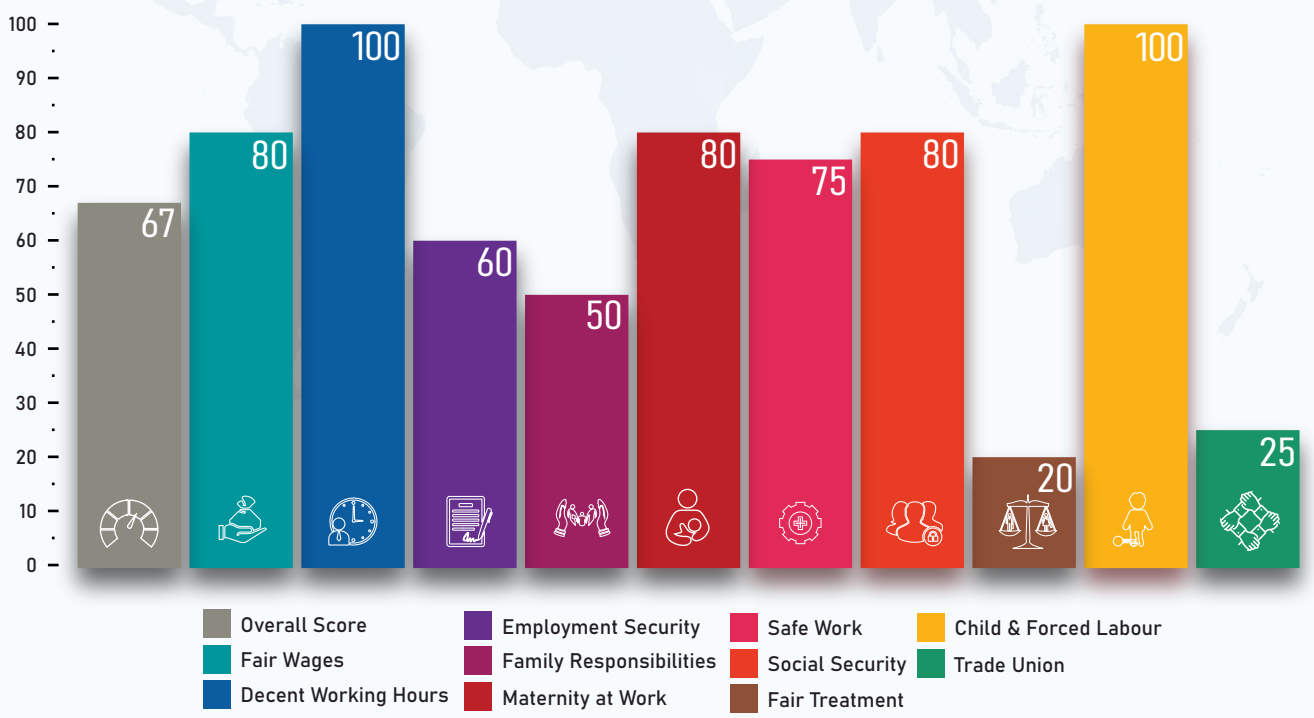
Living Wage (Standard family)
INR 13,300 per month (2020)
$186.69 per month (2020)

Non-Standard Employment◊
A: N/A
B: 77.1% (2018)

Poverty Headcount§
21.9% (2011)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

India

SCORE **67**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**100**
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	**60**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**20**
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	**100**
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	**25**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Indonesia

SCORE
60.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
South Eastern Asia

Income Group
Lower Middle Income

Population
270.62 M (2019)

Labour Force
134.77 M (2019)

Female Labour Force
39.3% (2019)

Total Fertility Rate
2.3 (2018)

Informal Employment¶
80.2% (2018)

GDP per Capita
$4,135.60 (2019)

Minimum Wage
IDR 17,04,608 per month (2020)
$124.47 per month (2020)

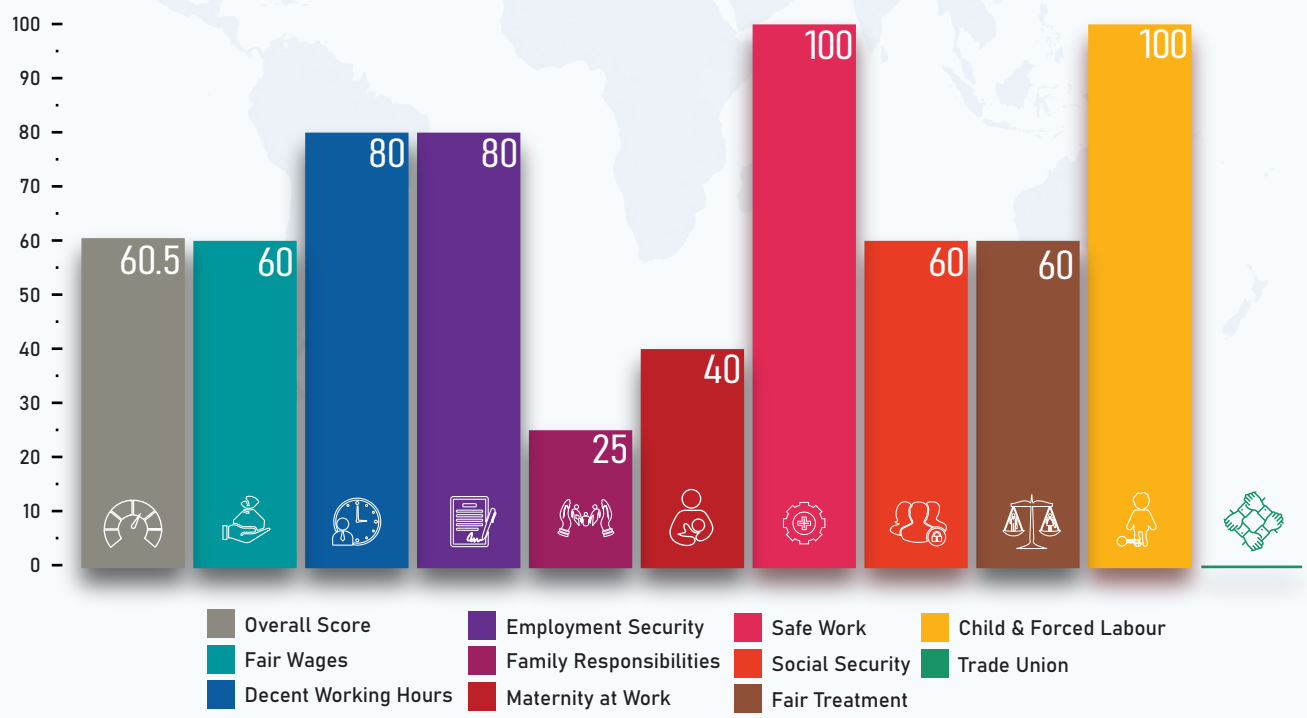
Living Wage (Standard family)
IDR 22,15,100 per month (2020)
$161.74 per month (2020)

Non-Standard Employment◊
A: 32.5% (2019)
B: 79.8% (2019)

Poverty Headcount§
9.8% (2018)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Indonesia

SCORE **60.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Iran

SCORE
69.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Middle East

Income Group
Upper Middle Income

Population
82.91 M (2019)

Labour Force
27.90 M (2019)

Female Labour Force
19.5% (2019)

Total Fertility Rate
2.1 (2018)

Informal Employment¶
N/A

GDP per Capita
$5,520.30 (2019)

Minimum Wage
N/A

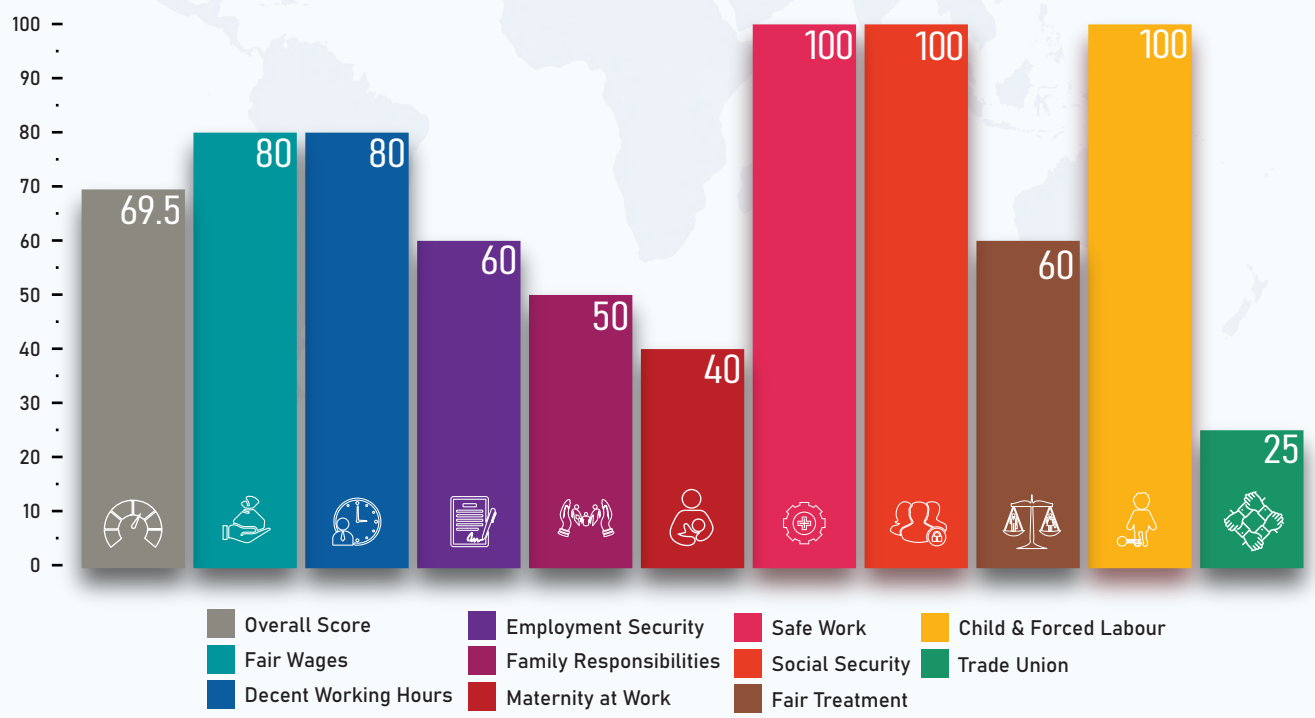
Living Wage (Standard family)
IRR 188,953 per month (2020)
$3.77 per month (2020)

Non-Standard Employment◊
A: 32.2 (2018)
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Iran

SCORE **69.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**40**
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)	✗

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Iraq

SCORE
78
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Middle East

Income Group
Upper Middle Income

Population
39.30 M (2019)

Labour Force
10.47 M (2019)

Female Labour Force
13.5% (2019)

Total Fertility Rate
3.7 (2018)

Informal Employment¶
66.7% (2018)

GDP per Capita
$5,955.10 (2019)

Minimum Wage
IQD 250,000 per month (2020)
$210.00 per month (2020)

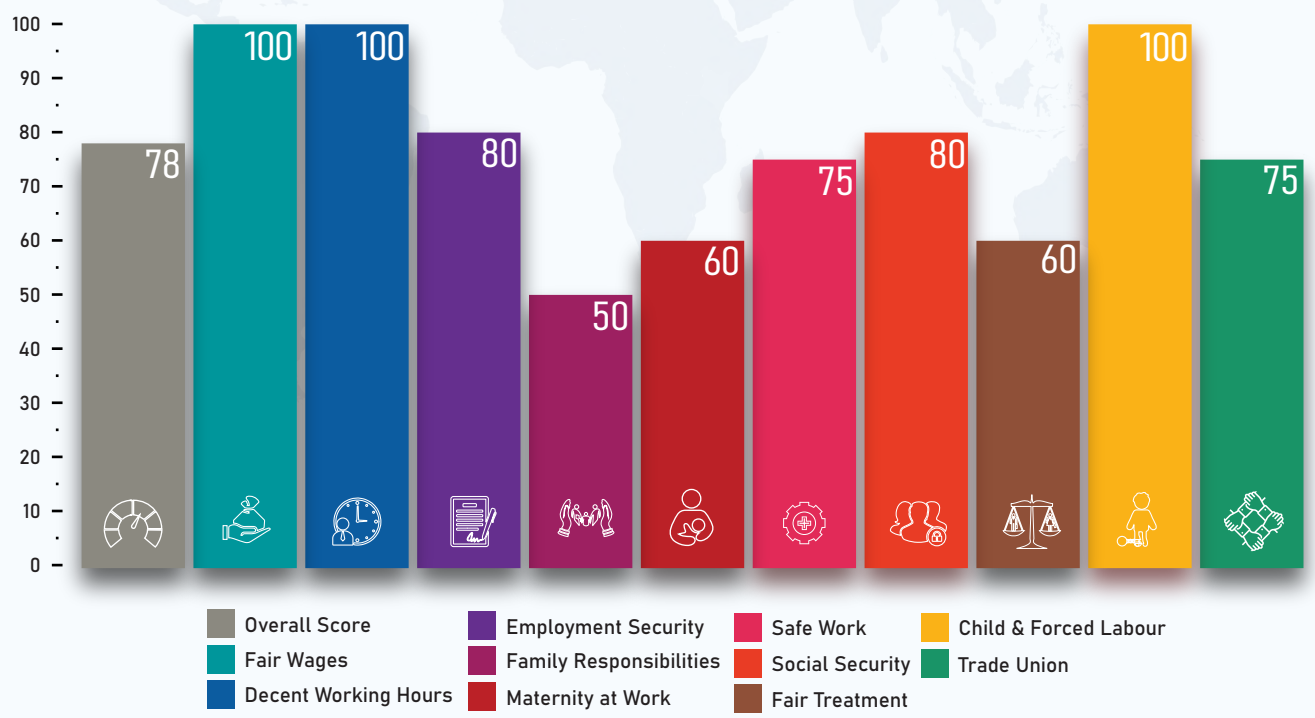
Living Wage (Standard family)
IQD 537,500 per month (2020)
$451.50 per month (2020)

Non-Standard Employment◊
A: 23.9% (2017)
B: N/A

Poverty Headcount§
18.9% (2012)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Iraq

SCORE **78**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**50**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✗

Indicator	Score
6. Safe Work	**75**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**75**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

QUICK FACTS

Region
Western Europe

Income Group
High Income

Population
4.94 M (2019)

Labour Force
2.41 M (2019)

Female Labour Force
45.8% (2019)

Total Fertility Rate
1.8 (2018)

Informal Employment¶
11.1% (2018)

GDP per Capita
$78,661.00 (2019)

Minimum Wage
EUR 1,325 per month (2020)
$1,457.78 per month (2020)

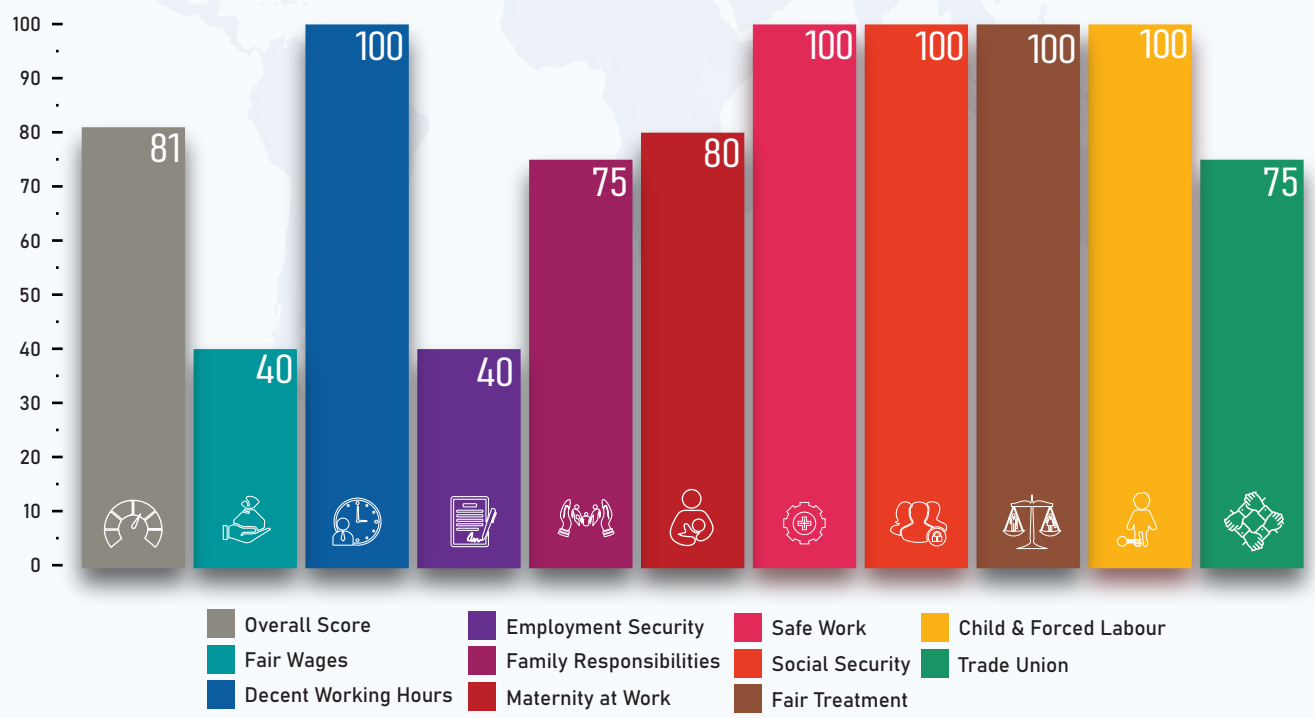
Living Wage (Standard family)
EUR 1,870 per month (2020)
$2,057.40 per month (2020)

Non-Standard Employment◊
A: 35.0% (2019)
B: 9.7% (2019)

Poverty Headcount§
N/A

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

LEGISLATIVE PERFORMANCE



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

IRELAND

SCORE
81
RATING
APPROACHING DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**100**
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	**40**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Israel

SCORE
69
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Middle East

Income Group
High Income

Population
9.05 M (2019)

Labour Force
4.18 M (2019)

Female Labour Force
47.4% (2019)

Total Fertility Rate
3.1 (2018)

Informal Employment¶
N/A

GDP per Capita
$43,641.40 (2019)

Minimum Wage
ILS 6,605 per month (2020)
$1,919.42 per month (2020)

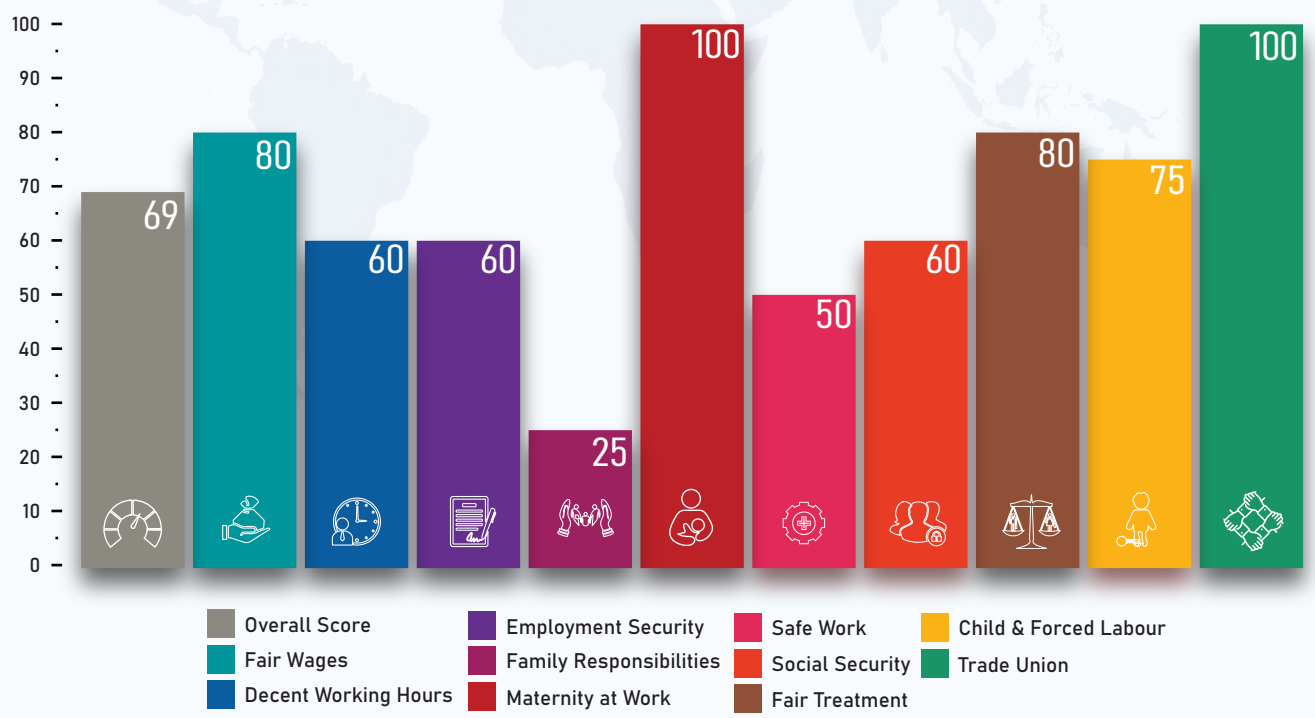
Living Wage (Standard family)
ILS 4,560 per month (2020)
$1,325.14 per month (2020)

Non-Standard Employment◊
A: 29.9% (2017)
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Israel

SCORE **69**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**60**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**50**
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	**60**
Old age pension	✗
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**75**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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[˙] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Italy

SCORE **91.5**

RATING **DECENT WORK**

Quick Facts

Region
Southern Europe

Income Group
High income

Population
60.29 M (2019)

Labour Force
25.96 M (2019)

Female Labour Force
42.6% (2019)

Total Fertility Rate
1.3 (2018)

Informal Employment¶
18.3% (2018)

GDP per Capita
$33,189.60 (2019)

Minimum Wage
Negotiated

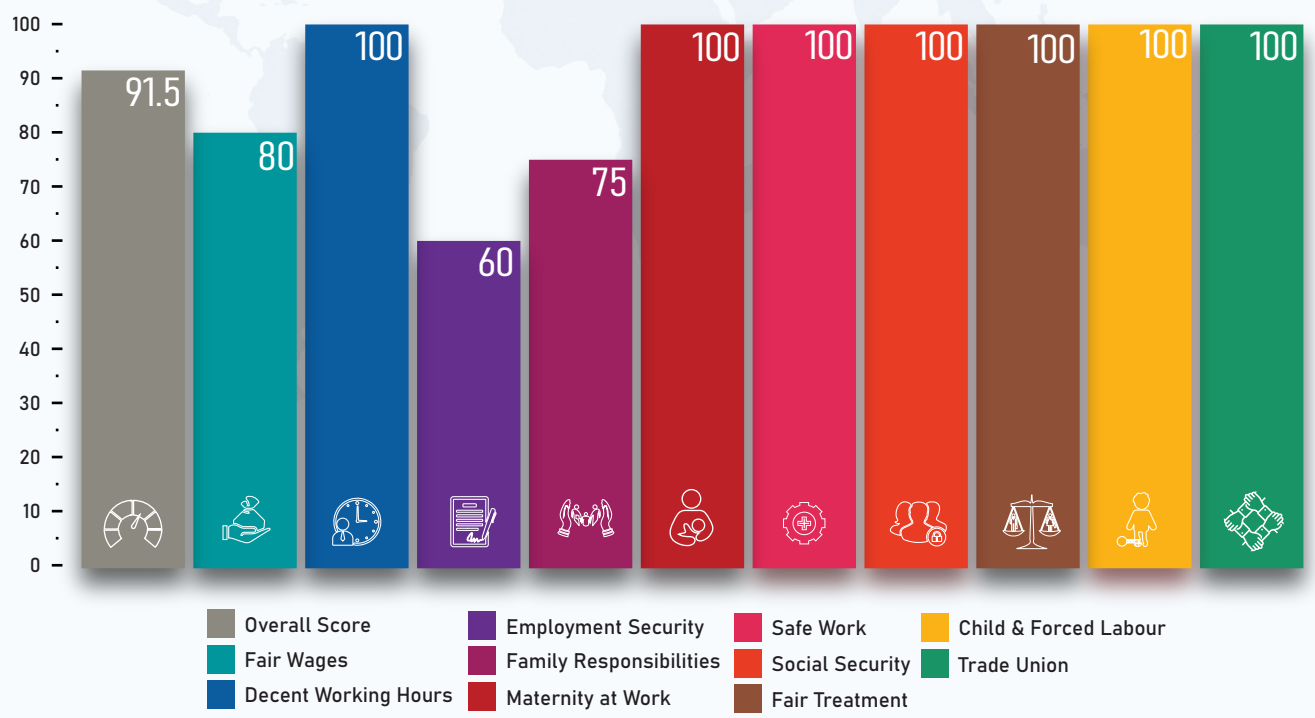
Living Wage (Standard family)
EUR 995 per month (2020)
$1,094.71 per month (2020)

Non-Standard Employment◊
A: 33.4% (2019)
B: 17.0% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Italy

SCORE **91.5**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Japan

SCORE
72.5
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Eastern Asia

Income Group
High Income

Population
126.26 M (2019)

Labour Force
68.13 M (2019)

Female Labour Force
44.0% (2019)

Total Fertility Rate
1.4 (2018)

Informal Employment¶
16.3% (2018)

GDP per Capita
$40,246.90 (2019)

Minimum Wage
JPY 136,933 per month (2020)
$1,247.19 per month (2020)

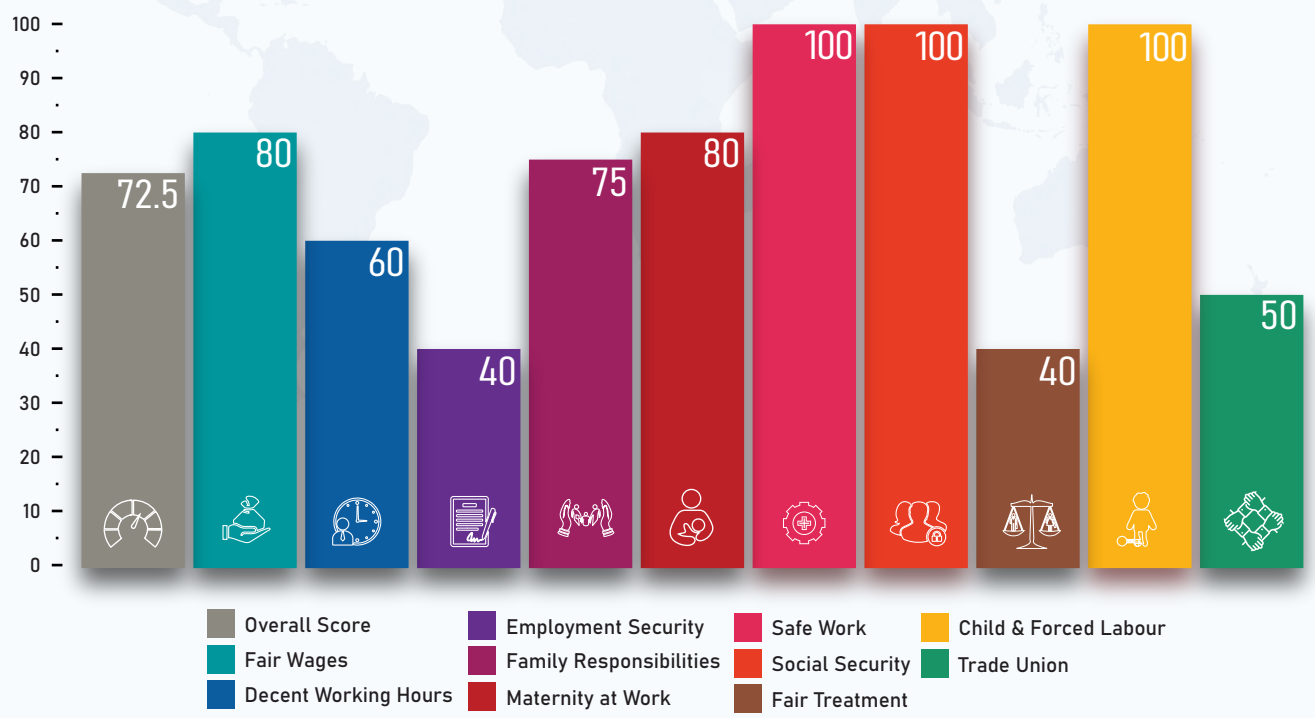
Living Wage (Standard family)
JPY 118,200 per month (2020)
$1,076.57 per month (2020)

Non-Standard Employment◊
A: 31.5% (2017)
B: 7.5% (2015)

Poverty Headcount§
N/A

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Japan

SCORE **72.5**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**60**
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	**40**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**100**
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	**50**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Kazakhstan

SCORE
84.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Commonwealth of Independent States (CIS)

Income Group
Upper Middle Income

Population
18.51 M (2019)

Labour Force
9.05 M (2019)

Female Labour Force
48.0% (2019)

Total Fertility Rate
2.8 (2018)

Informal Employment¶
N/A

GDP per Capita
$9,731.10 (2019)

Minimum Wage
KZT 42,500 per month (2020)
$112.07 per month (2020)

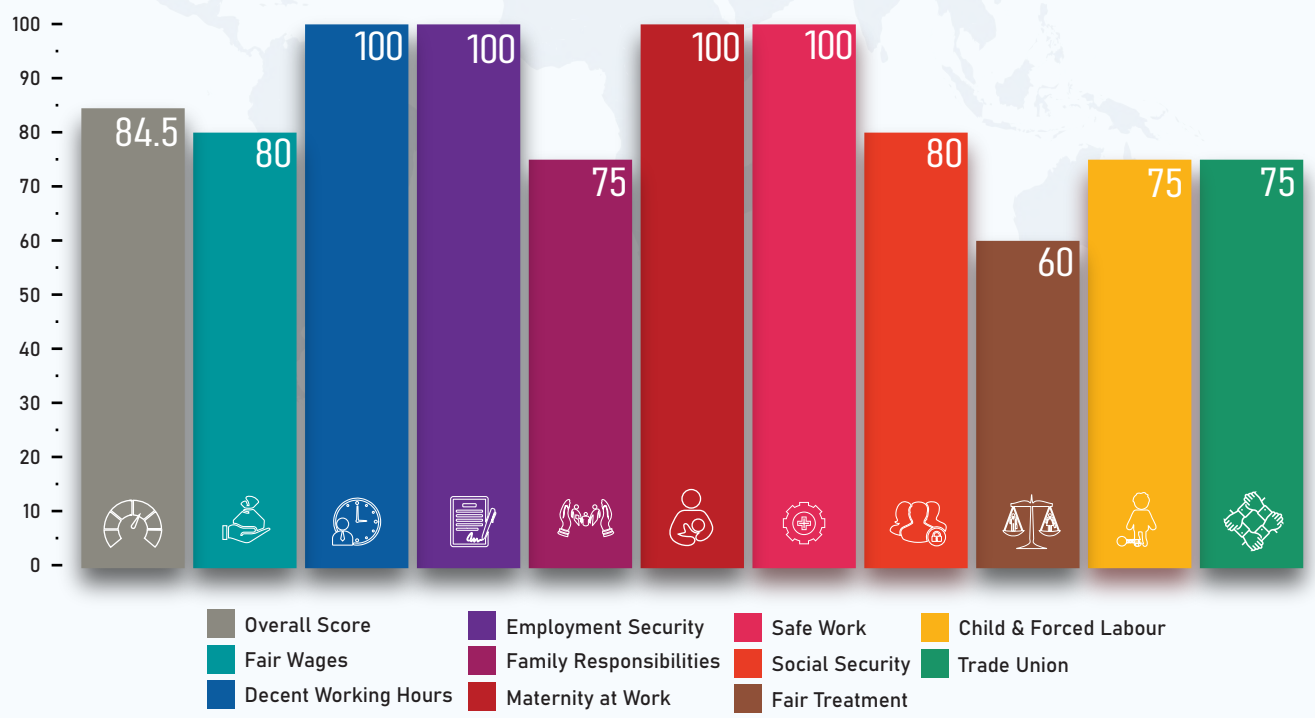
Living Wage (Standard family)
KZT 105,300 per month (2020)
$277.68 per month (2020)

Non-Standard Employment◊
A: 8.5% (2017)
B: N/A

Poverty Headcount§
2.5% (2017)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Kazakhstan

SCORE **84.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**100**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Kenya

SCORE
65.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Eastern Africa

Income Group
Lower Middle Income

Population
52.57 M (2019)

Labour Force
23.87 M (2019)

Female Labour Force
49.0% (2019)

Total Fertility Rate
3.5 (2018)

Informal Employment¶
72.0% (1999)

GDP per Capita
$1,816.50 (2019)

Minimum Wage
KES 6,736 per month per month (2020)
$67.19 per month (2020)

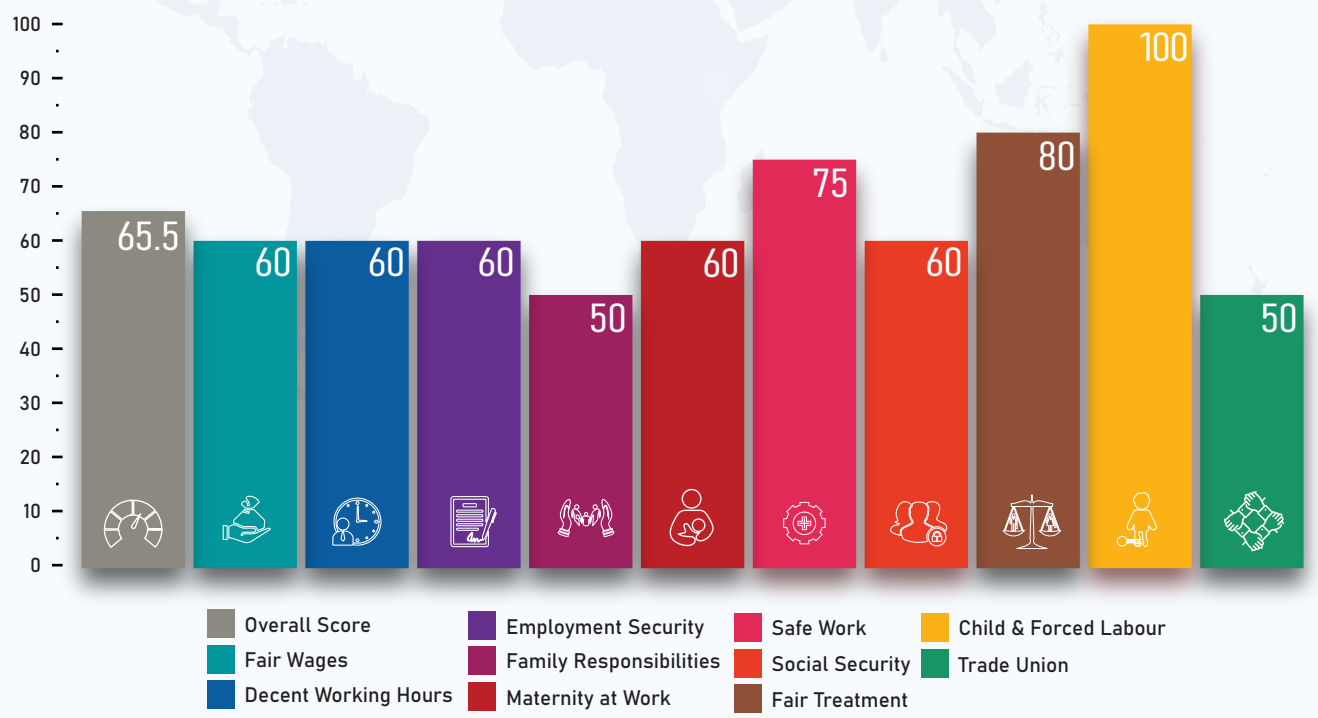
Living Wage (Standard family)
KES 38,700 per month per month (2020)
$386.02 per month (2020)

Non-Standard Employment◊
A: 36.4% (2016)
B: 22.1% (2014)

Poverty Headcount§
36.1% (2015)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Kenya

SCORE **65.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**60**
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	**60**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**50**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Kuwait

SCORE
59
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
Middle East

Income Group
High Income

Population
4.20 M (2019)

Labour Force
2.42 M (2019)

Female Labour Force
25.1% (2019)

Total Fertility Rate
2.1 (2018)

Informal Employment¶
N/A

GDP per Capita
$32,032.00 (2019)

Minimum Wage
KWD 75 per month (2020)
$247.29 per month (2020)

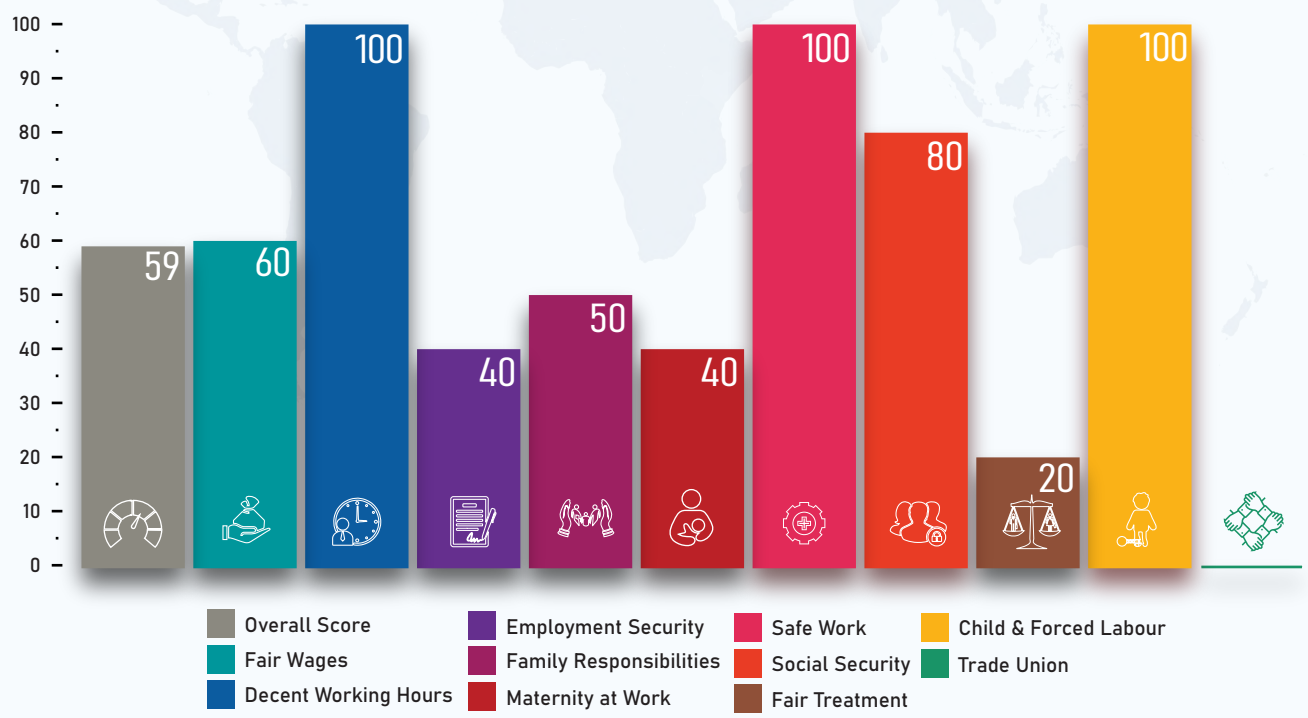
Living Wage (Standard family)
KWD 242 per month (2020)
$797.94 per month (2020)

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Kuwait

SCORE
59
RATING
BASIC ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**100**
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	**40**
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	**50**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**20**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Latvia

SCORE **93**

RATING **DECENT WORK**

Quick Facts

Region
Baltic States

Income Group
High Income

Population
1.91 M (2019)

Labour Force
0.98 M (2019)

Female Labour Force
49.9% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
11.2% (2018)

GDP per Capita
$17,836.40 (2019)

Minimum Wage
EUR 430 per month (2020)
$473.09 per month (2020)

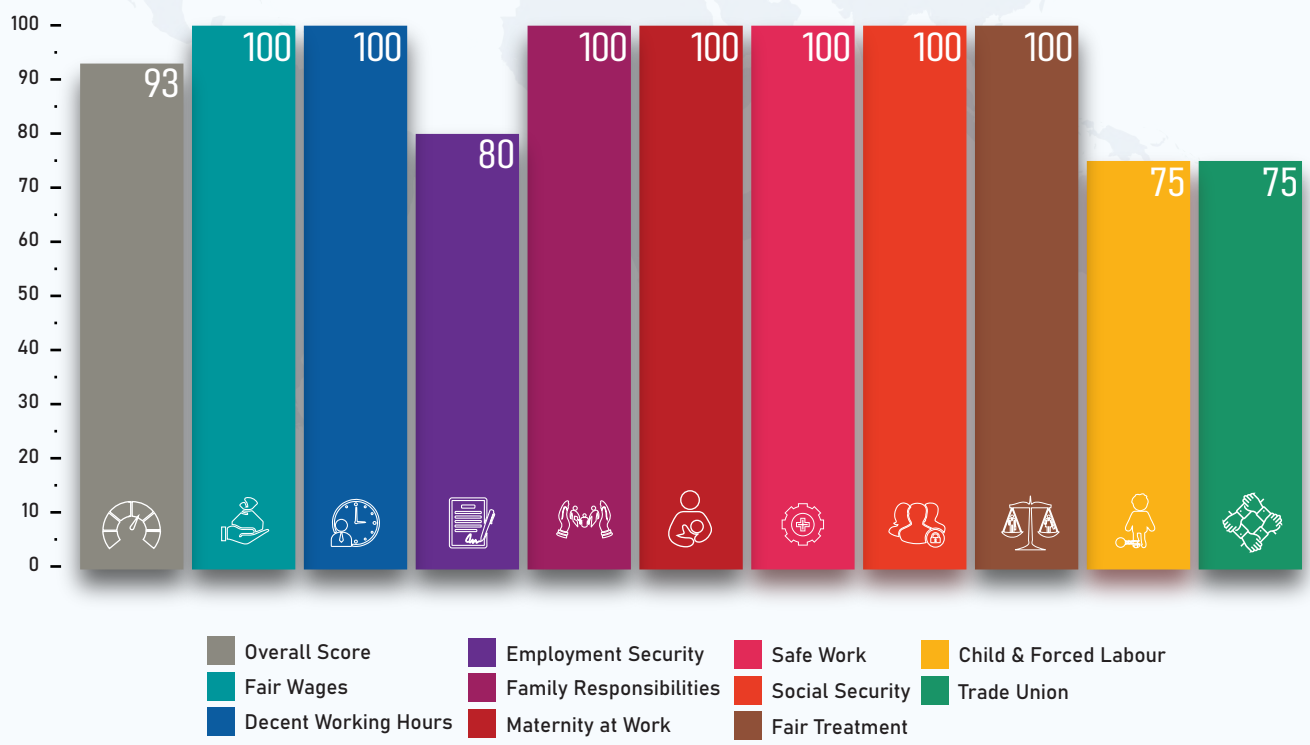
Living Wage (Standard family)
EUR 515 per month (2020)
$566.61 per month (2020)

Non-Standard Employment◊
A: 20.9% (2019)
B: 3.2% (2019)

Poverty Headcount§
22.5% (2014)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Latvia

SCORE **93**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**75**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Lebanon

SCORE
47
RATING
TOTAL LACK OF DECENT WORK

Quick Facts

Region
Middle East

Income Group
Upper Middle Income

Population
6.85 M (2019)

Labour Force
2.39 M (2019)

Female Labour Force
24.5% (2019)

Total Fertility Rate
2.1 (2018)

Informal Employment¶
N/A

GDP per Capita
$7,784.30 (2019)

Minimum Wage
LBP 675,000 per month (2020)
$445.50 per month (2020)

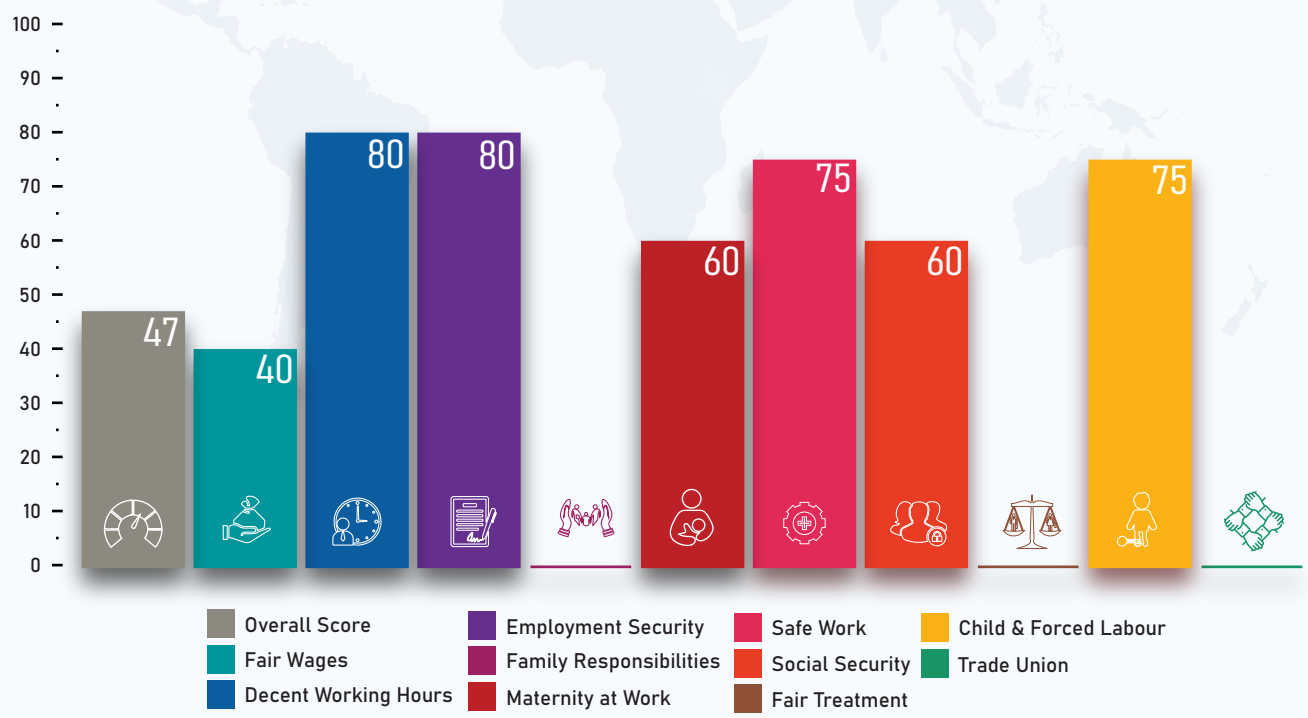
Living Wage (Standard family)
LBP 1,194,300 per month (2020)
$788.23 per month (2020)

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
27.4% (2012)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Lebanon

SCORE **47**

RATING **TOTAL LACK OF DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**80**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**0**
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	**75**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Lesotho

SCORE
52.5
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
Southern Africa

Income Group
Lower Middle Income

Population
2.12 M (2019)

Labour Force
0.97 M (2019)

Female Labour Force
45.2% (2019)

Total Fertility Rate
3.1 (2018)

Informal Employment¶
34.9% (2011)

GDP per Capita
$1,157.50 (2019)

Minimum Wage
LSL 624 per month (2020)
$42.30 per month (2020)

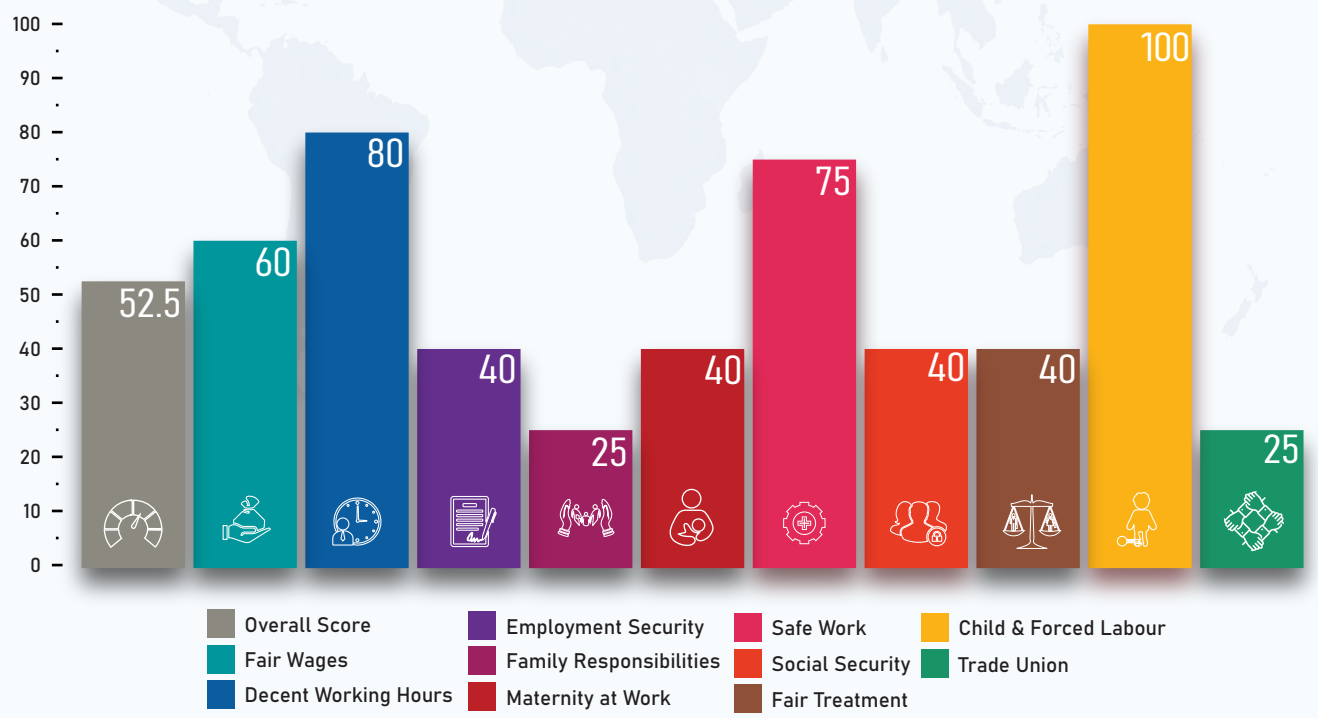
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
49.7% (2017)

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Lesotho

SCORE
52.5
RATING
BASIC ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**40**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**40**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✗
8. Fair Treatment	**40**
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	**100**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Lithuania

SCORE **96**

RATING **DECENT WORK**

Quick Facts

Region
Baltic States

Income Group
High Income

Population
2.78 M (2019)

Labour Force
1.45 M (2019)

Female Labour Force
50.2% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
9.8% (2018)

GDP per Capita
$19,455.50 (2019)

Minimum Wage
EUR 607 per month (2020)
$667.83 per month (2020)

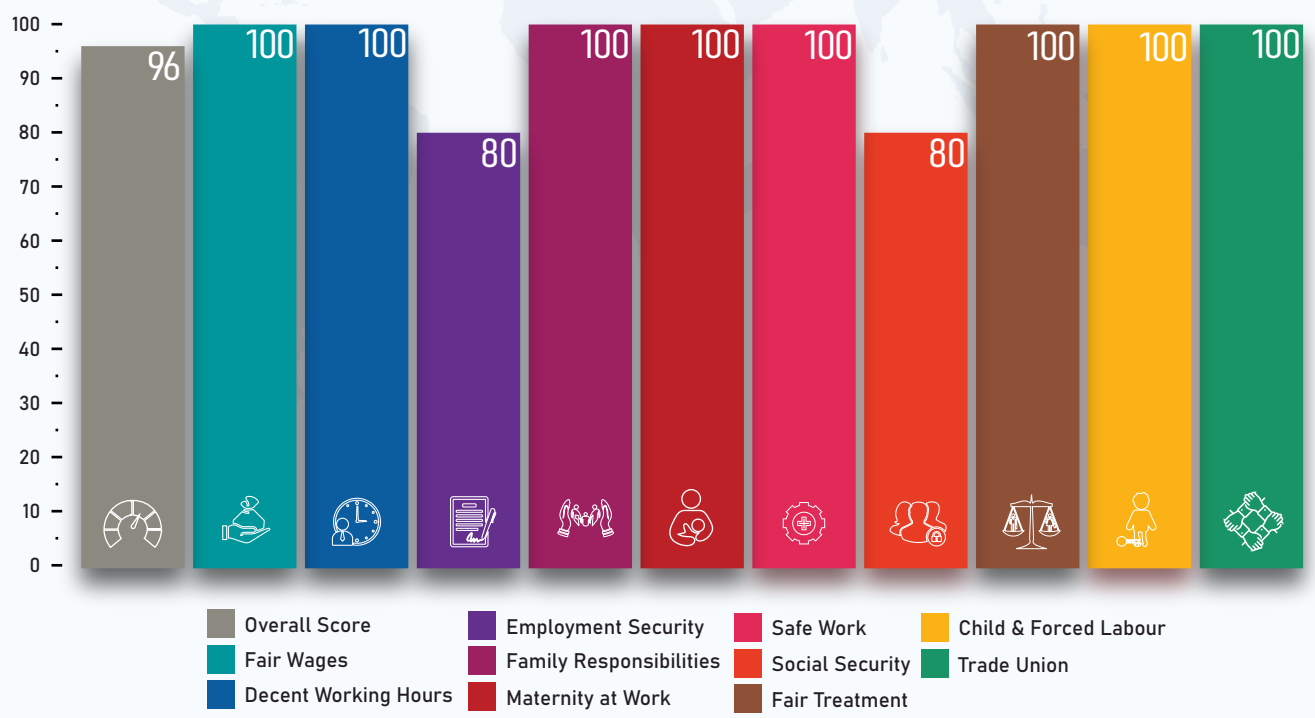
Living Wage (Standard family)
EUR 770 per month (2020)
$847.17 per month (2020)

Non-Standard Employment◊
A: 22.4% (2019)
B: 1.5% (2019)

Poverty Headcount§
22.2% (2014)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Lithuania



SCORE **96**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Luxembourg

SCORE
89.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Western Europe

Income Group
High Income

Population
0.61 M (2019)

Labour Force
0.31 M (2019)

Female Labour Force
45.9% (2019)

Total Fertility Rate
1.4 (2018)

Informal Employment¶
1.0% (2018)

GDP per Capita
$114,704.60 (2019)

Minimum Wage
EUR 2,090 per month (2020)
$2,299.45 per month (2020)

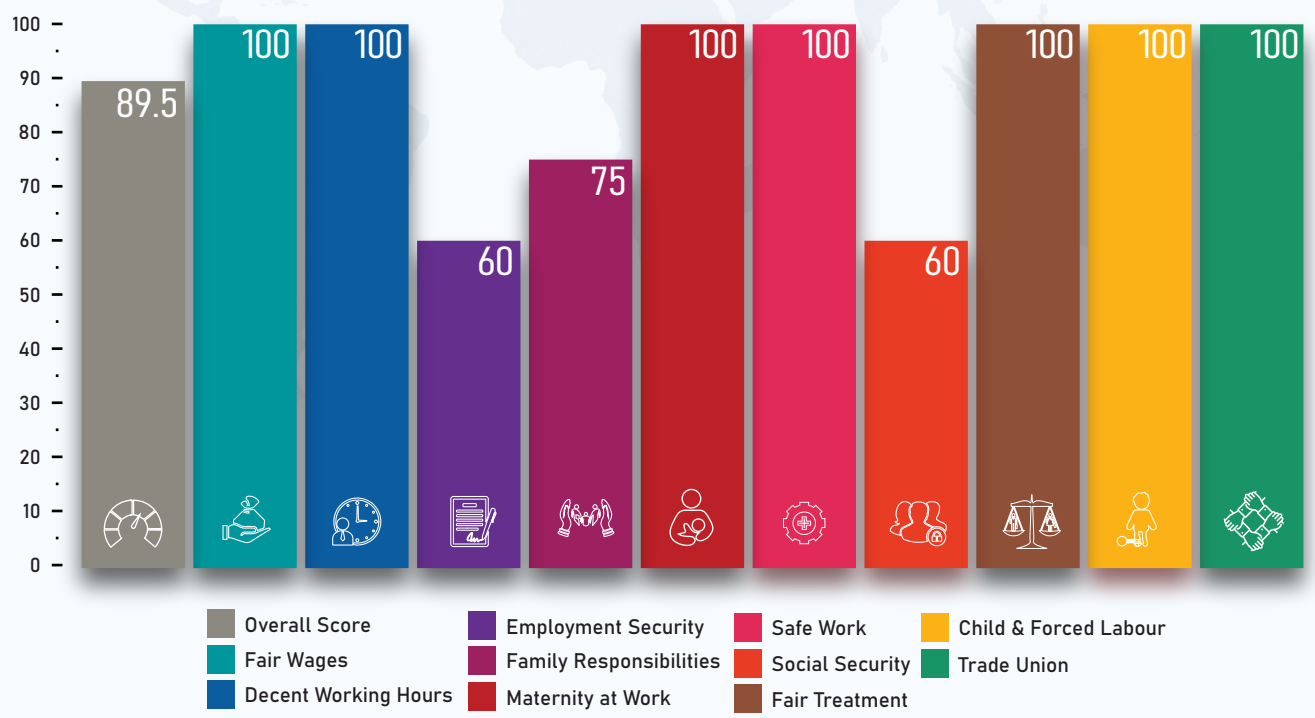
Living Wage (Standard family)
EUR 1,070 per month (2020)
$1,177.23 per month (2020)

Non-Standard Employment◊
A: 30.5% (2019)
B: 9.1% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Luxembourg

SCORE **89.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✗
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Madagascar

SCORE
69
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Southern Africa

Income Group
Low Income

Population
26.96 M (2019)

Labour Force
13.85 M (2019)

Female Labour Force
48.9% (2019)

Total Fertility Rate
4.1 (2018)

Informal Employment¶
79.8% (2018)

GDP per Capita
$522.20 (2019)

Minimum Wage
MGA 168,645 per month (2020)
$45.52 per month (2020)

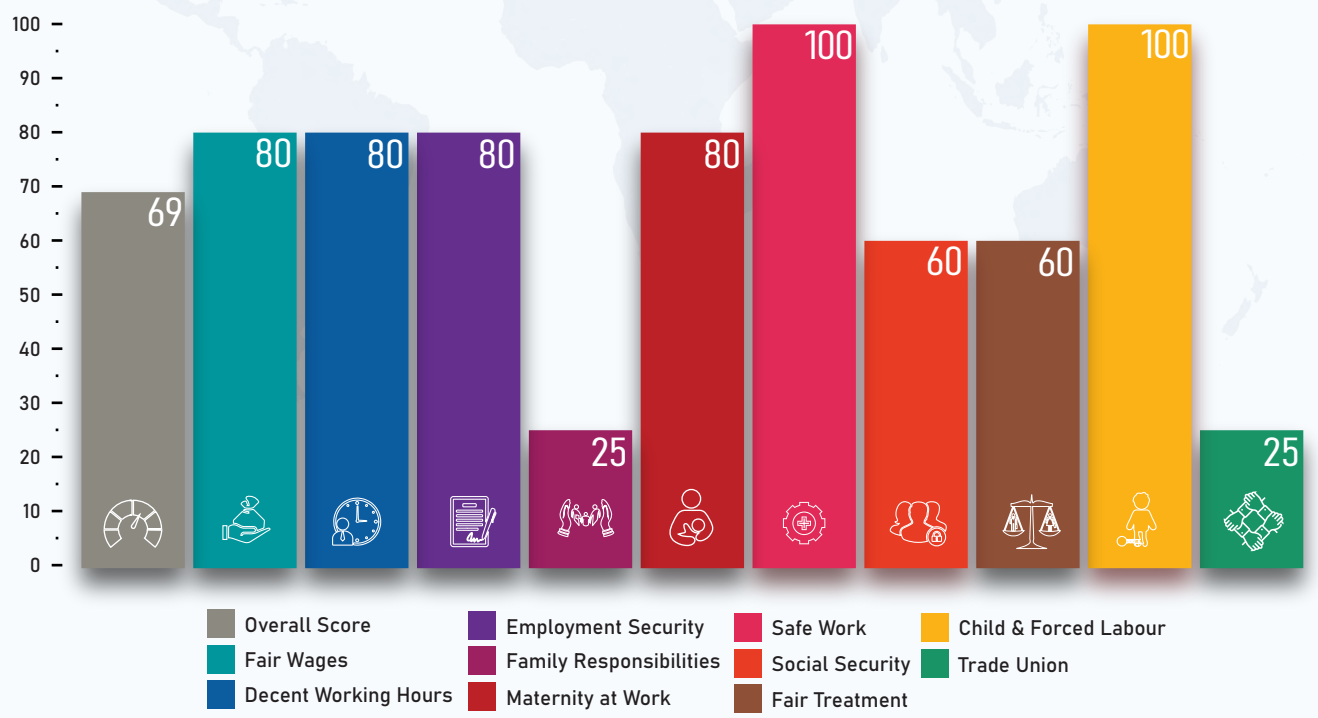
Living Wage (Standard family)
MGA 561,600 per month (2020)
$151.58 per month (2020)

Non-Standard Employment◊
A: 32.6% (2015)
B: 14.8% (2015)

Poverty Headcount§
70.7% (2012)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Madagascar

SCORE **69**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Malawi

SCORE
61
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Southern Africa

Income Group
Low Income

Population
18.62 M (2019)

Labour Force
8.07 M (2019)

Female Labour Force
48.7% (2019)

Total Fertility Rate
4.2 (2018)

Informal Employment¶
67.2% (2018)

GDP per Capita
$411.60 (2019)

Minimum Wage
MWK 25,000 per month
$33.87 per month (2020)

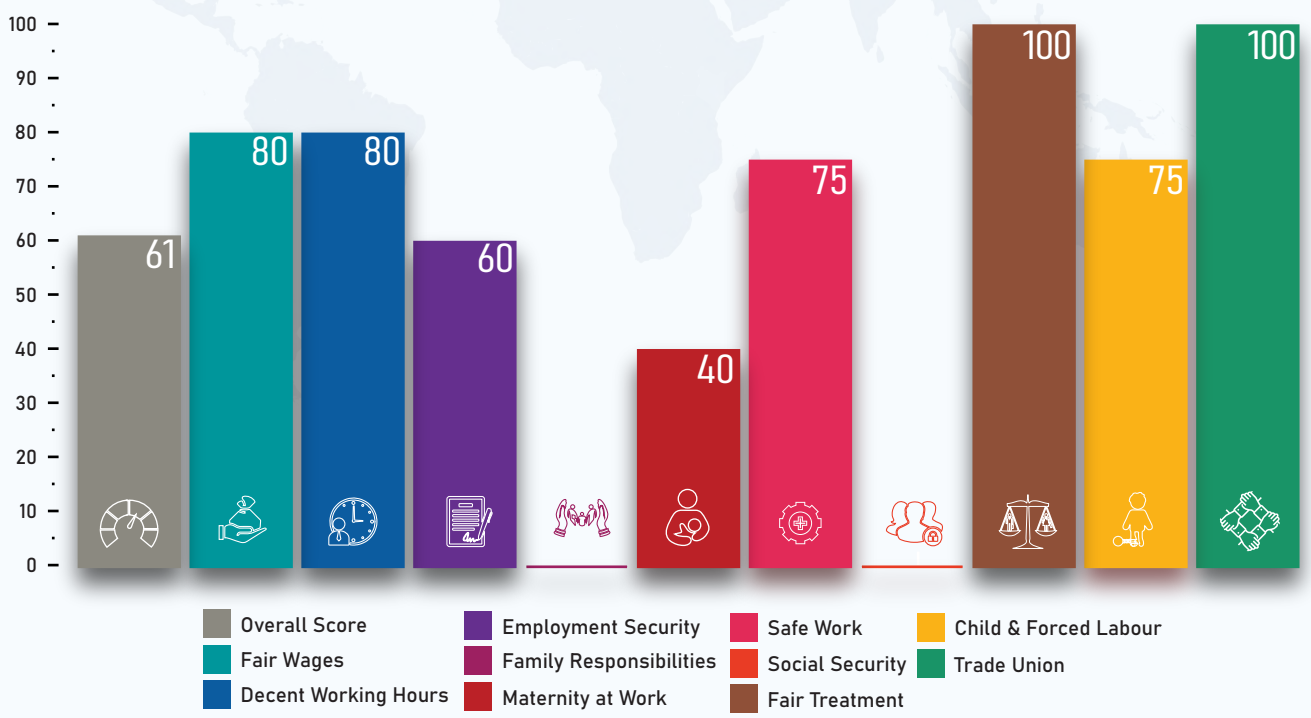
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: 52.5% (2013)
B: 70.2% (2013)

Poverty Headcount§
51.5% (2016)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Malawi

SCORE **61**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**80**
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	**60**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**0**
Old age pension	✗
Survivors' pension	✗
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✗
8. Fair Treatment	**100**
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	**75**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Malaysia

SCORE
50
RATING
TOTAL LACK OF DECENT WORK

Quick Facts

Region
South Eastern Asia

Income Group
Upper Middle Income

Population
31.94 M (2019)

Labour Force
15.67 M (2019)

Female Labour Force
38.4% (2019)

Total Fertility Rate
2.0 (2018)

Informal Employment¶
10.6% (2017)

GDP per Capita
$11,414.80 (2019)

Minimum Wage
MYR 1,100 per month (2020)
$266.83 per month (2020)

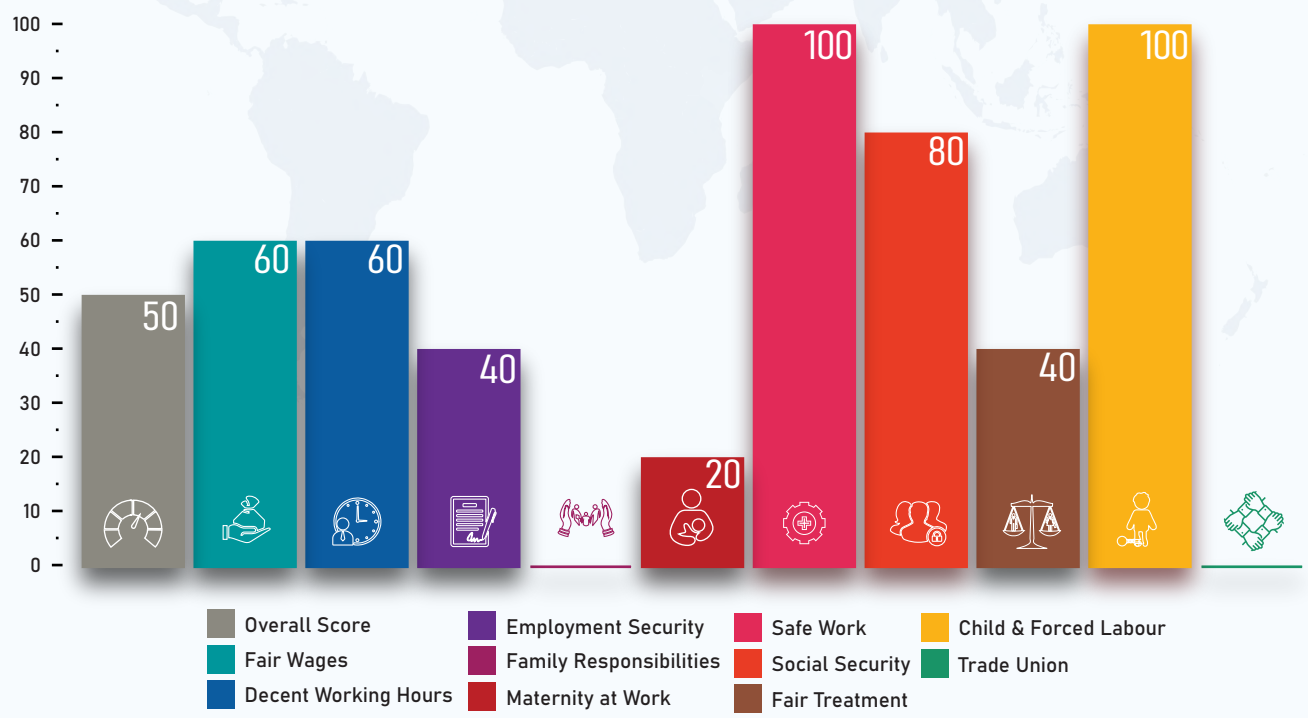
Living Wage (Standard family)
MYR 1,510 per month (2020)
$366.28 per month (2020)

Non-Standard Employment◊
A: 11.6% (2016)
B: N/A

Poverty Headcount§
0.4% (2015)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Malaysia

SCORE **50**

RATING **TOTAL LACK OF DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**60**
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	**40**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**20**
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)	✗

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Mali

SCORE
54
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
West Africa

Income Group
Low Income

Population
19.65 M (2019)

Labour Force
7.33 M (2019)

Female Labour Force
43.8% (2019)

Total Fertility Rate
5.9 (2018)

Informal Employment¶
86.4% (2018)

GDP per Capita
$890.70 (2019)

Minimum Wage
XOF 40,000 per month (2020)
$67.07 per month (2020)

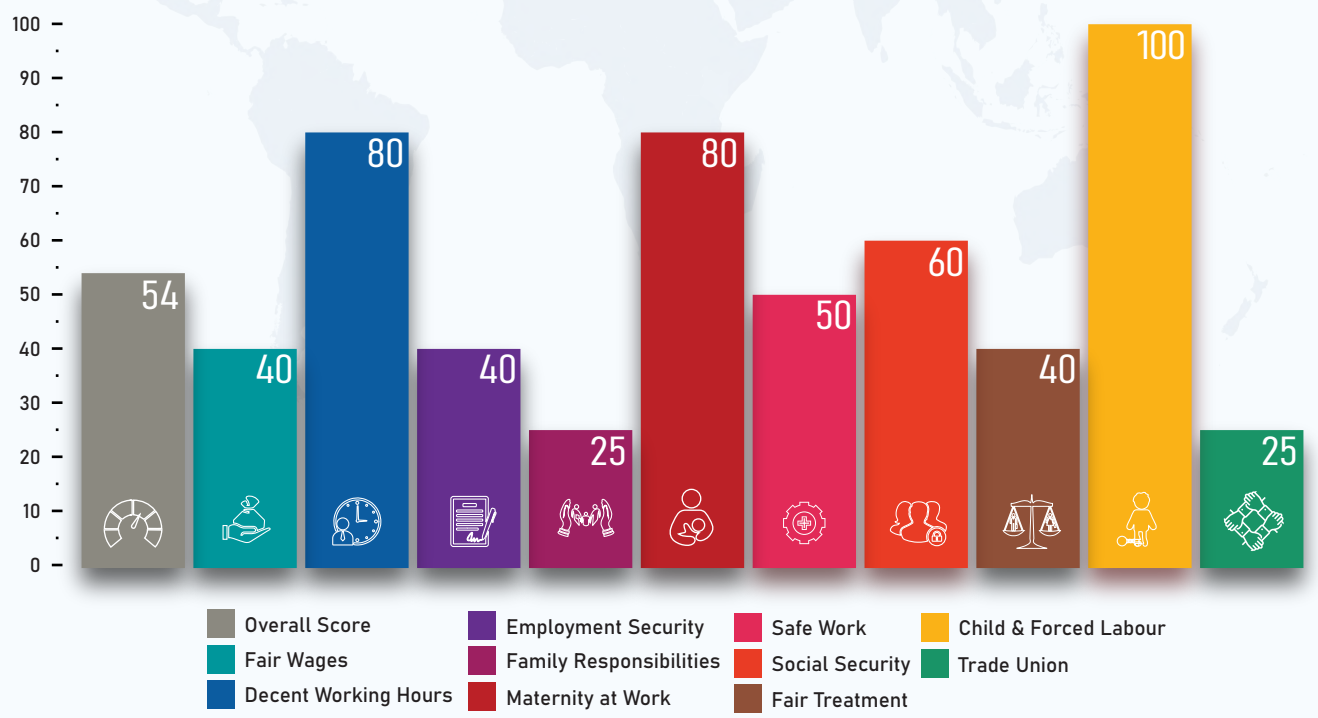
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: 16.1% (2018)
B: 56.9% (2018)

Poverty Headcount§
41.1% (2009)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Mali

SCORE
54
RATING
BASIC ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**80**
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	**40**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**50**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**100**
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	**25**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Malta

SCORE
84.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
South Eastern Europe

Income Group
High Income

Population
0.50 M (2019)

Labour Force
0.24 M (2019)

Female Labour Force
40.8% (2019)

Total Fertility Rate
1.3 (2018)

Informal Employment¶
7.7% (2018)

GDP per Capita
$29,416.20 (2019)

Minimum Wage
EUR 777 per month (2020)
$854.87 per month (2020)

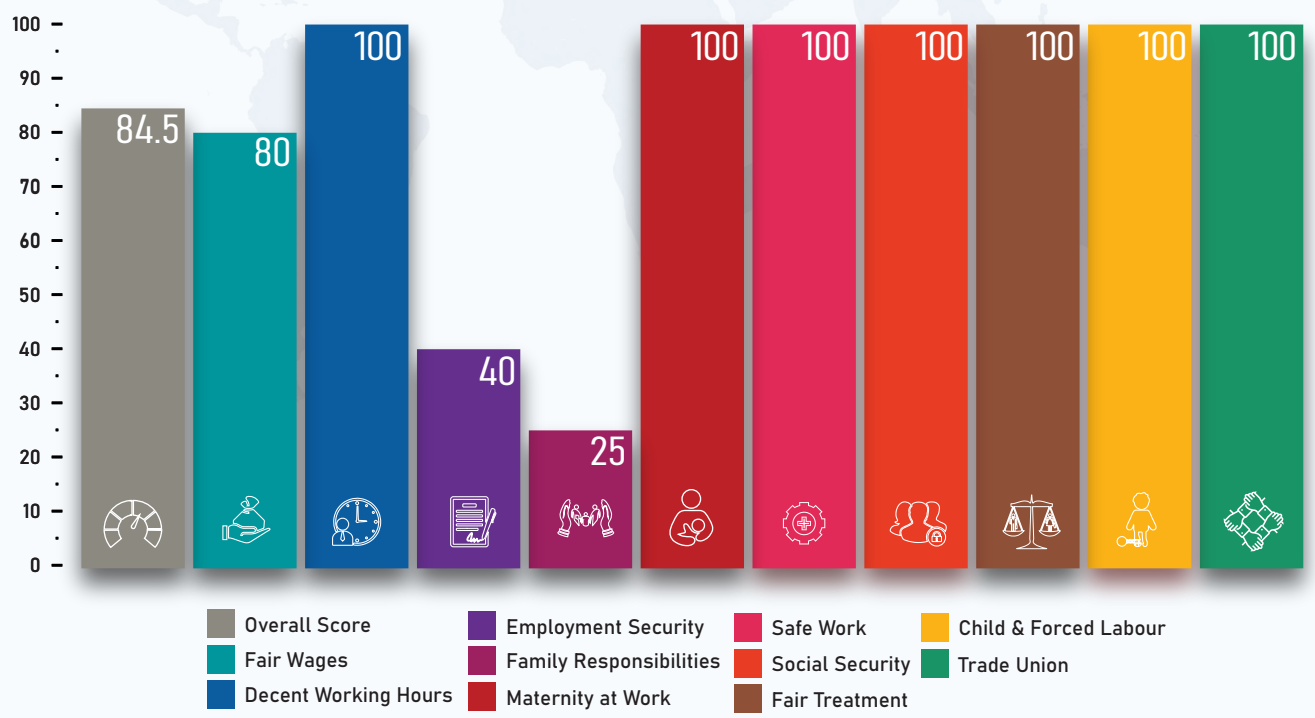
Living Wage (Standard family)
EUR 1,230 per month (2020)
$1,353.26 per month (2020)

Non-Standard Employment◊
A: 29.0% (2019)
B: 9.1% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020



Malta

SCORE **84.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**100**
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	**40**
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	**25**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Mexico

SCORE
71.5
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Northern America

Income Group
Upper Middle Income

Population
127.57 M (2019)

Labour Force
57.14 M (2019)

Female Labour Force
37.8% (2019)

Total Fertility Rate
2.1 (2018)

Informal Employment¶
53.2% (2018)

GDP per Capita
$9,863.10 (2019)

Minimum Wage
MXN 3,121 per month (2020)
$167.56 per month (2020)

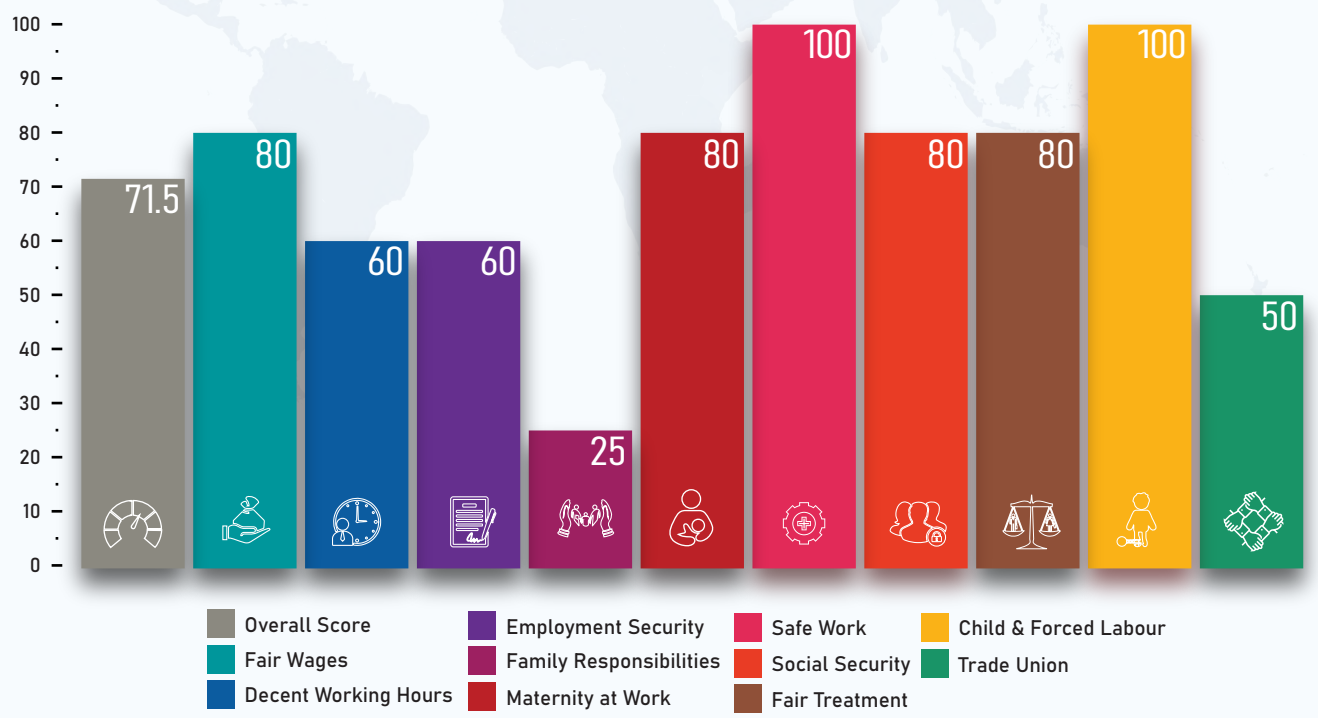
Living Wage (Standard family)
MXN 8,090 per month (2020)
$434.33 per month (2020)

Non-Standard Employment◊
A: 23.8% (2019)
B: 53.4% (2019)

Poverty Headcount§
41.9% (2018)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Mexico

SCORE **71.5**

RATING

REASONABLE ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**60**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**50**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Mongolia

SCORE **76.5**

RATING **REASONABLE ACCESS TO DECENT WORK**

Quick Facts

Region
Eastern Asia

Income Group
Lower Middle Income

Population
3.22 M (2019)

Labour Force
1.33 M (2019)

Female Labour Force
45.8% (2019)

Total Fertility Rate
2.9 (2018)

Informal Employment¶
35.6% (2018)

GDP per Capita
$4,295.20 (2019)

Minimum Wage
MNT 420,000 per month (2020)
$155.40 per month (2020)

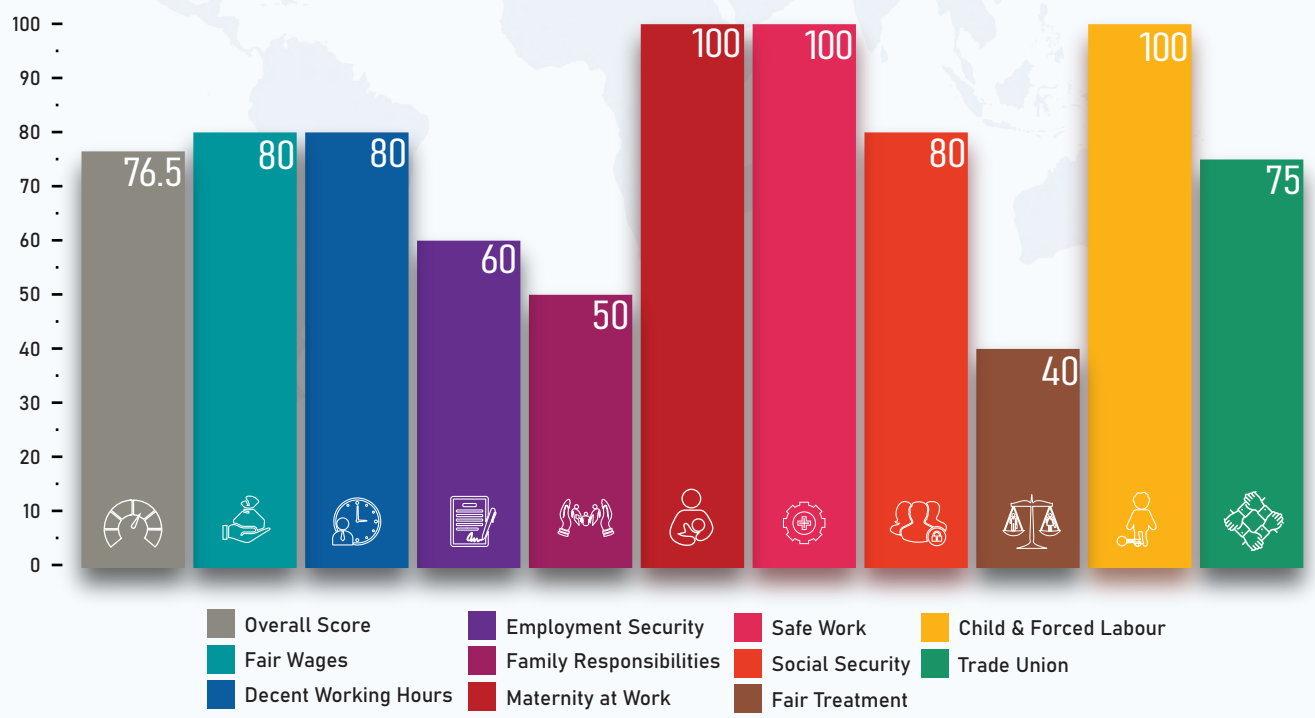
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: 7.8% (2019)
B: 47.2% (2019)

Poverty Headcount§
28.4% (2018)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Mongolia

SCORE **76.5**

RATING

REASONABLE ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**50**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Montenegro

SCORE
89.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
South Eastern Europe

Income Group
Upper Middle Income

Population
0.62 M (2019)

Labour Force
0.27 M (2019)

Female Labour Force
43.7% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
N/A

GDP per Capita
$8,832.00 (2019)

Minimum Wage
EUR 222 per month (2020)
$244.25 per month (2020)

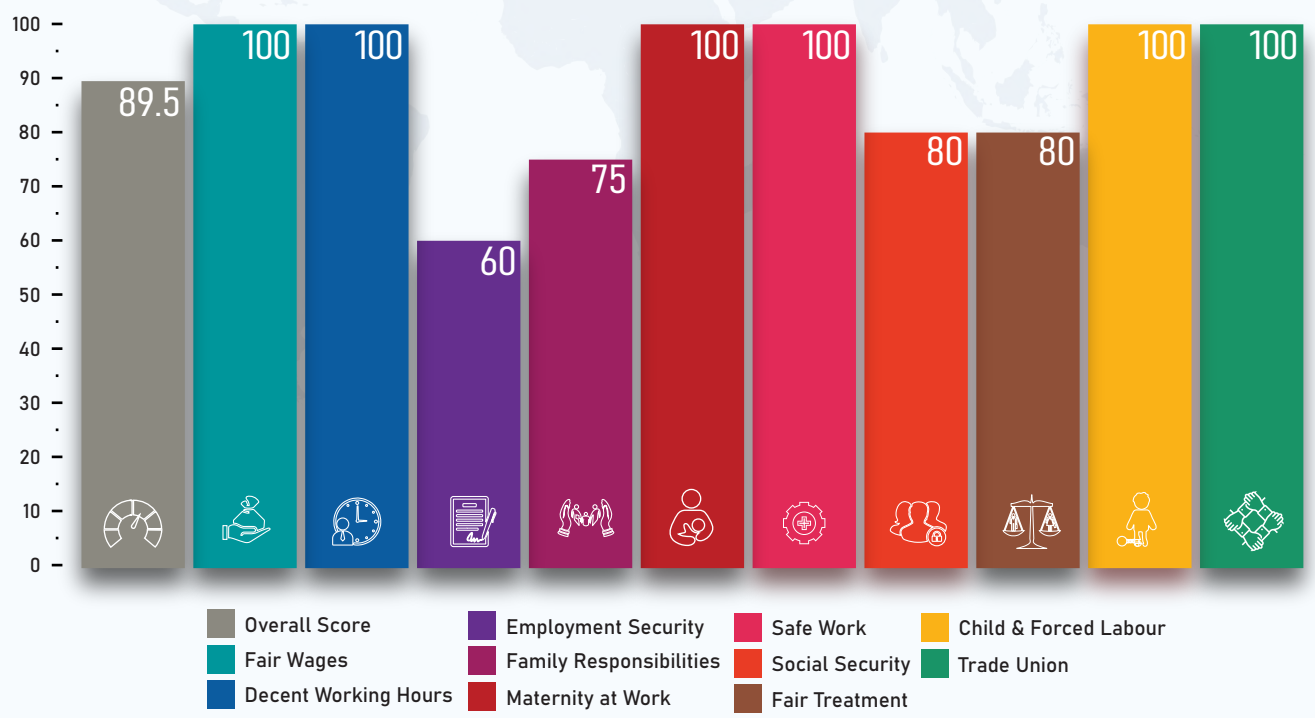
Living Wage (Standard family)
EUR 245 per month (2020)
$269.55 per month (2020)

Non-Standard Employment◊
A: 8.7% (2019)
B: 33.4% (2019)

Poverty Headcount§
23.6% (2016)

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Montenegro

SCORE **89.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Morocco

SCORE
77
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Northern Africa

Income Group
Lower Middle Income

Population
36.47 M (2019)

Labour Force
12.06 M (2019)

Female Labour Force
24.2% (2019)

Total Fertility Rate
2.4 (2018)

Informal Employment¶
75.6% (2018)

GDP per Capita
$3,204.10 (2019)

Minimum Wage
MAD 1,904 per month (2020)
$197.42 per month (2020)

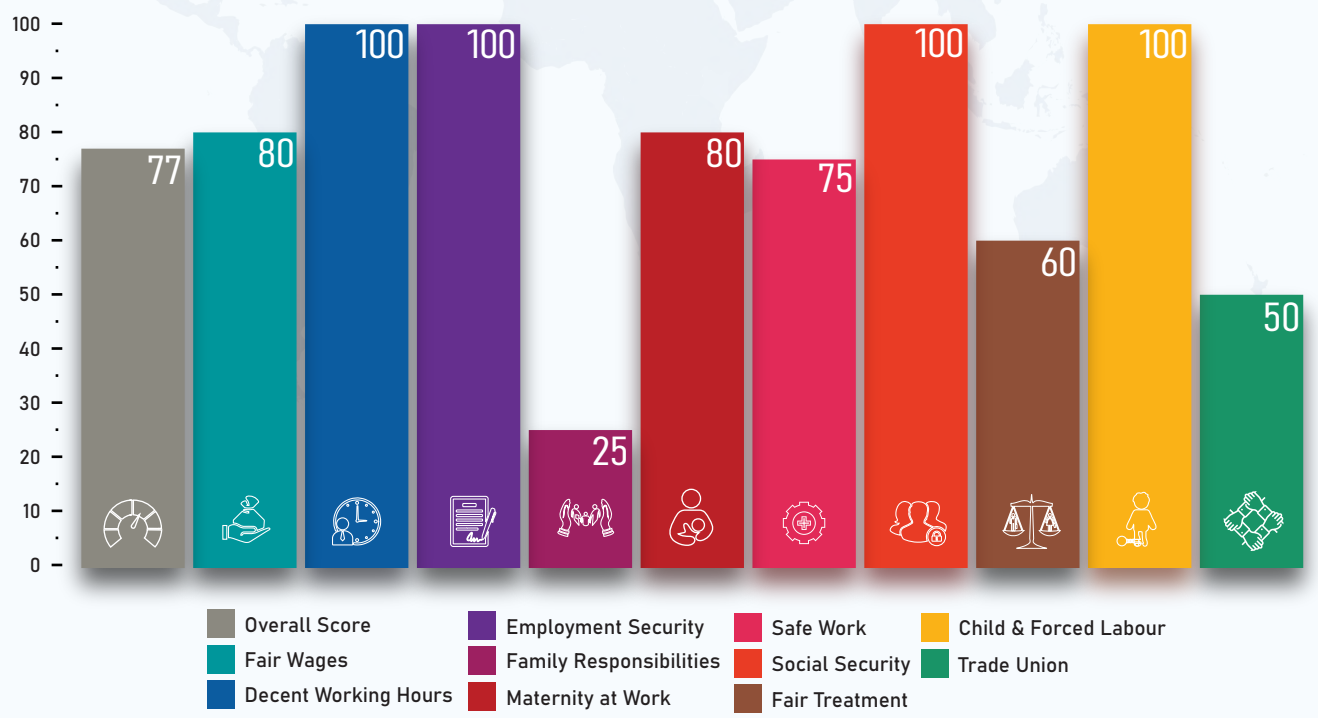
Living Wage (Standard family)
MAD 4,500 per month (2020)
$466.60 per month (2020)

Non-Standard Employment◊
A: 21.1% (2012)
B: 5.6% (2011)

Poverty Headcount§
4.8% (2013)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Morocco

SCORE **77**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**100**
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	**100**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**50**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Mozambique

SCORE
665
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Southern Africa

Income Group
Low Income

Population
30.36 M (2019)

Labour Force
13.19 M (2019)

Female Labour Force
52.1% (2019)

Total Fertility Rate
4.9 (2018)

Informal Employment¶
87.0% (2015)

GDP per Capita
$491.80 (2019)

Minimum Wage
MZN 4,267 per month (2020)
$66.65 per month (2020)

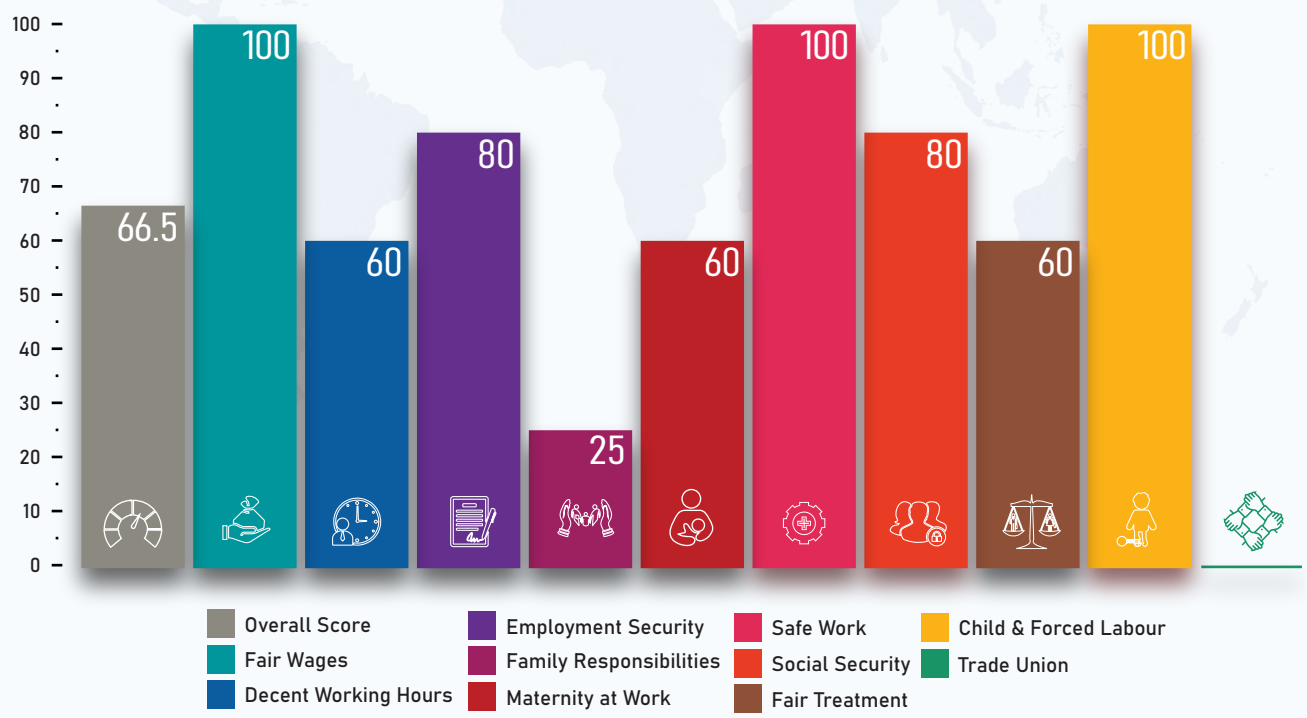
Living Wage (Standard family)
MZN 11,500 per month (2020)
$179.63 per month (2020)

Non-Standard Employment◊
A: 51.4% (2015)
B: 16.6% (2015)

Poverty Headcount§
46.1% (2014)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Mozambique



SCORE **66.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**60**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Myanmar

SCORE
63
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
South Eastern Asia

Income Group
Lower Middle Income

Population
54.04 M (2019)

Labour Force
24.69 M (2019)

Female Labour Force
40.5% (2019)

Total Fertility Rate
2.2 (2018)

Informal Employment¶
82.3% (2018)

GDP per Capita
$1,407.80 (2019)

Minimum Wage
MMK 129,600 per month (2020)
$89.17 per month (2020)

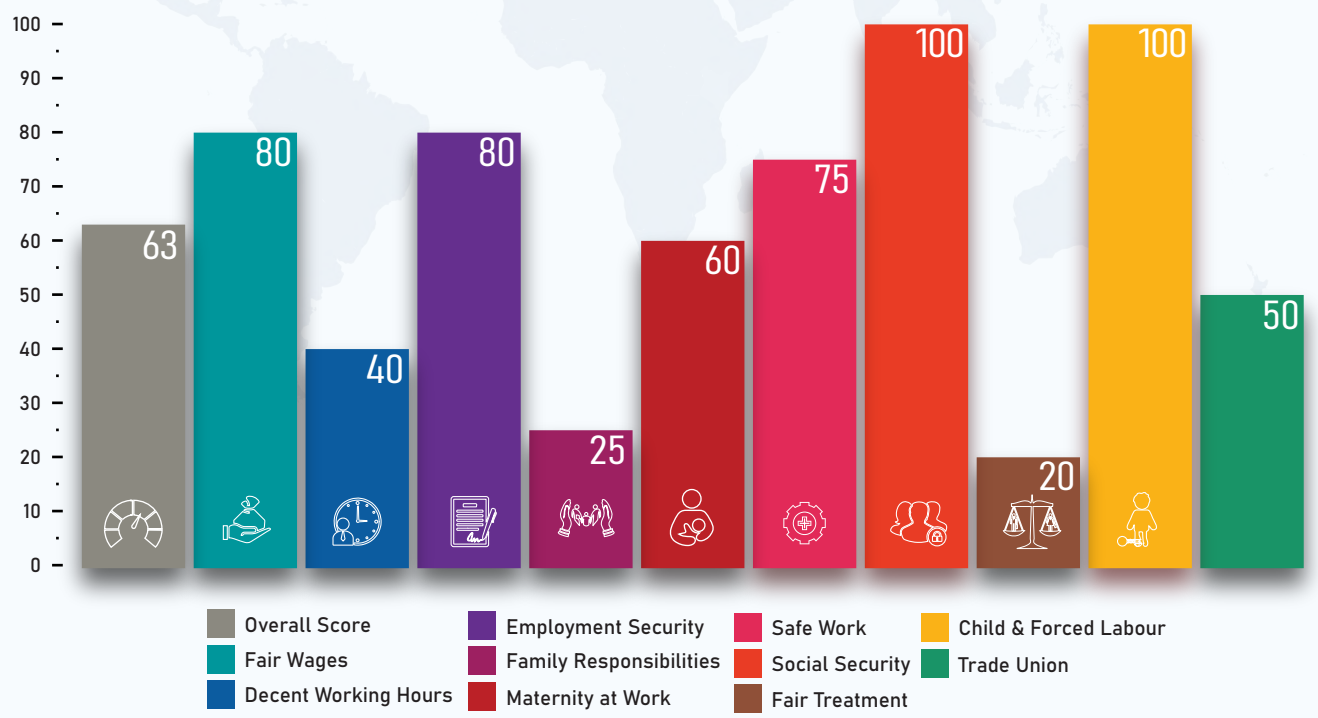
Living Wage (Standard family)
MMK 199,400 per month (2020)
$137.20 per month (2020)

Non-Standard Employment◊
A: 14.0% (2019)
B: 24.6% (2019)

Poverty Headcount§
24.8% (2017)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Myanmar

SCORE **63**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**40**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**60**
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)	✗

Indicator	Score
6. Safe Work	**75**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**20**
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	**100**
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	**50**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Namibia

SCORE **68.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Quick Facts

Region
Southern Africa

Income Group
Upper Middle Income

Population
2.49 M (2019)

Labour Force
0.93 M (2019)

Female Labour Force
49.4% (2019)

Total Fertility Rate
3.4 (2018)

Informal Employment¶
61.1% (2018)

GDP per Capita
$4,957.50 (2019)

Minimum Wage
Negotiated

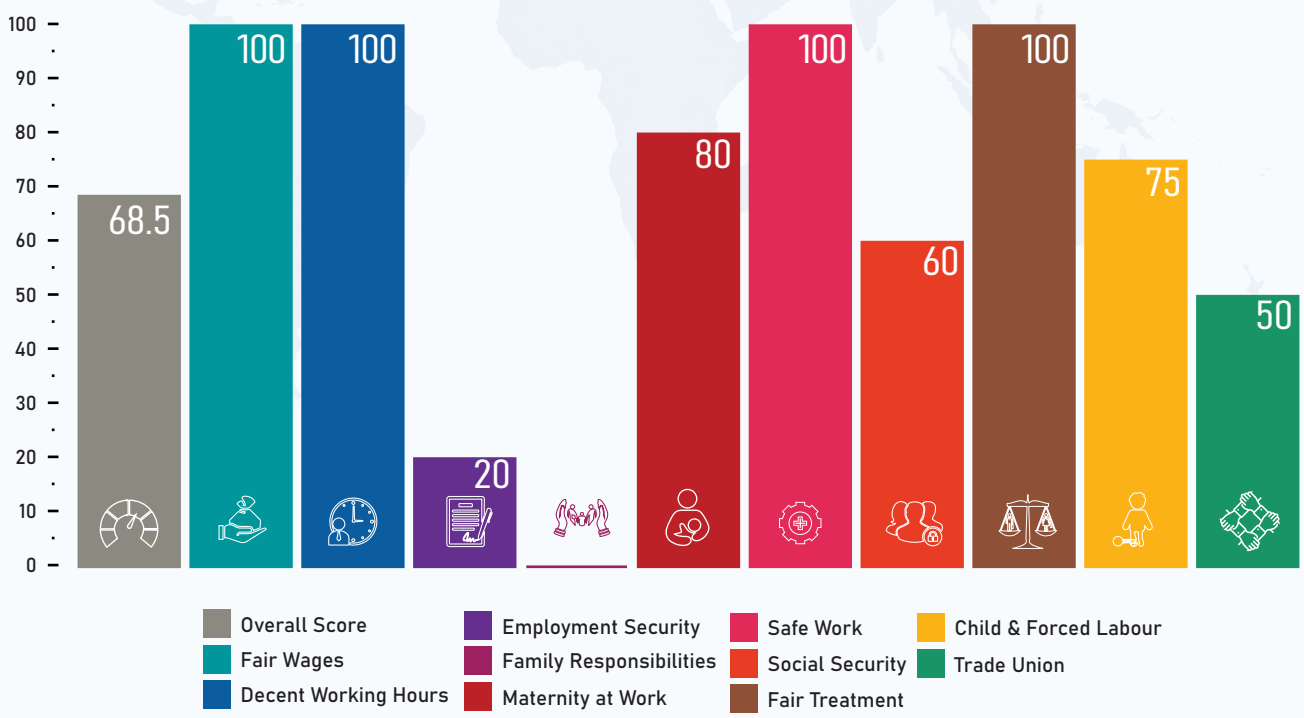
Living Wage (Standard family)
NAD 3,760 per month (2020)
$252.51 per month (2020)

Non-Standard Employment◊
A: 25.6% (2018)
B: 46.2% (2018)

Poverty Headcount§
17.4% (2015)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Namibia

SCORE **68.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**20**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**75**
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	**50**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Netherlands

SCORE
88
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Western Europe

Income Group
High Income

Population
17.33 M (2019)

Labour Force
9.27 M (2019)

Female Labour Force
46.2% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
9.2% (2018)

GDP per Capita
$52,447.80 (2019)

Minimum Wage
EUR 1,654 per month (2020)
$1,819.76 per month (2020)

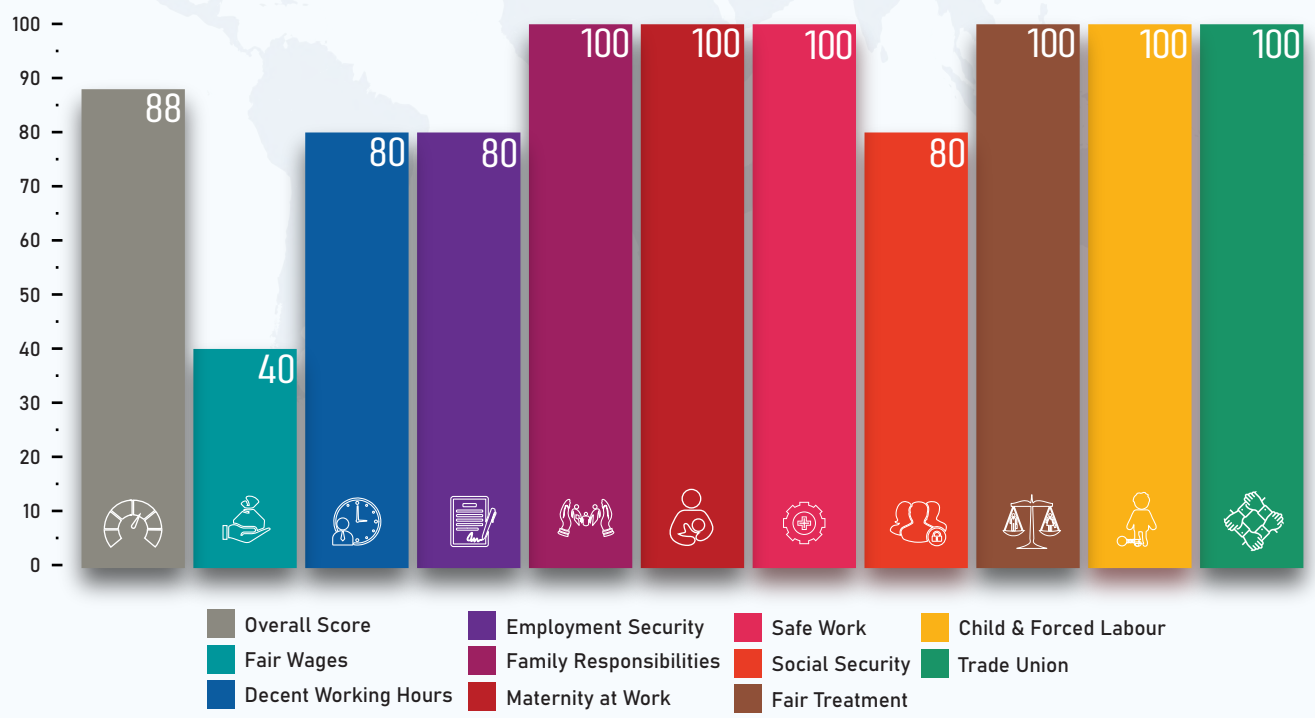
Living Wage (Standard family)
EUR 1,120 per month (2020)
$1,232.24 per month (2020)

Non-Standard Employment◊
A: 56.1% (2019)
B: 20.1% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Netherlands

SCORE **88**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**80**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✗
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

New Zealand

SCORE
68.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Oceania

Income Group
High Income

Population
4.91 M (2019)

Labour Force
2.76 M (2019)

Female Labour Force
47.6% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
N/A

GDP per Capita
$42,084.40 (2019)

Minimum Wage
NZD 3,059 per month (2020)
$1,977.95 per month (2020)

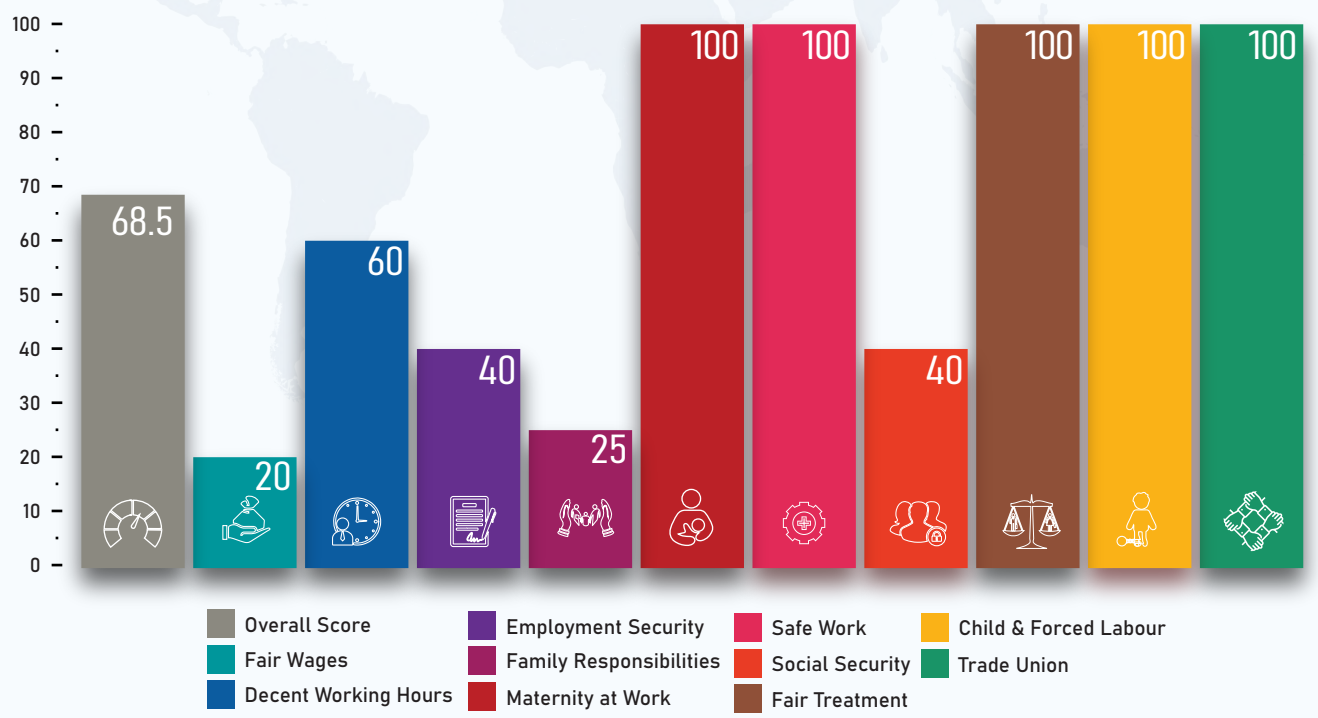
Living Wage (Standard family)
NZD 2,000 per month (2020)
$1,293.20 per month (2020)

Non-Standard Employment◊
A: 40.7% (2018)
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

New Zealand

SCORE
68.5
RATING
LIMITED ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**20**
Minimum wage (statutory or negotiated)	✓
Regular wage	✗
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**60**
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	**40**
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	**25**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**40**
Old age pension	✓
Survivors' pension	✗
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✗
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Nicaragua

SCORE
76
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Central America

Income Group
Lower Middle Income

Population
6.54 M (2019)

Labour Force
3.04 M (2019)

Female Labour Force
38.6% (2019)

Total Fertility Rate
2.4 (2018)

Informal Employment¶
68.6% (2018)

GDP per Capita
$1,912.90 (2019)

Minimum Wage
NIO 4,176 per month (2020)
$123.55 per month (2020)

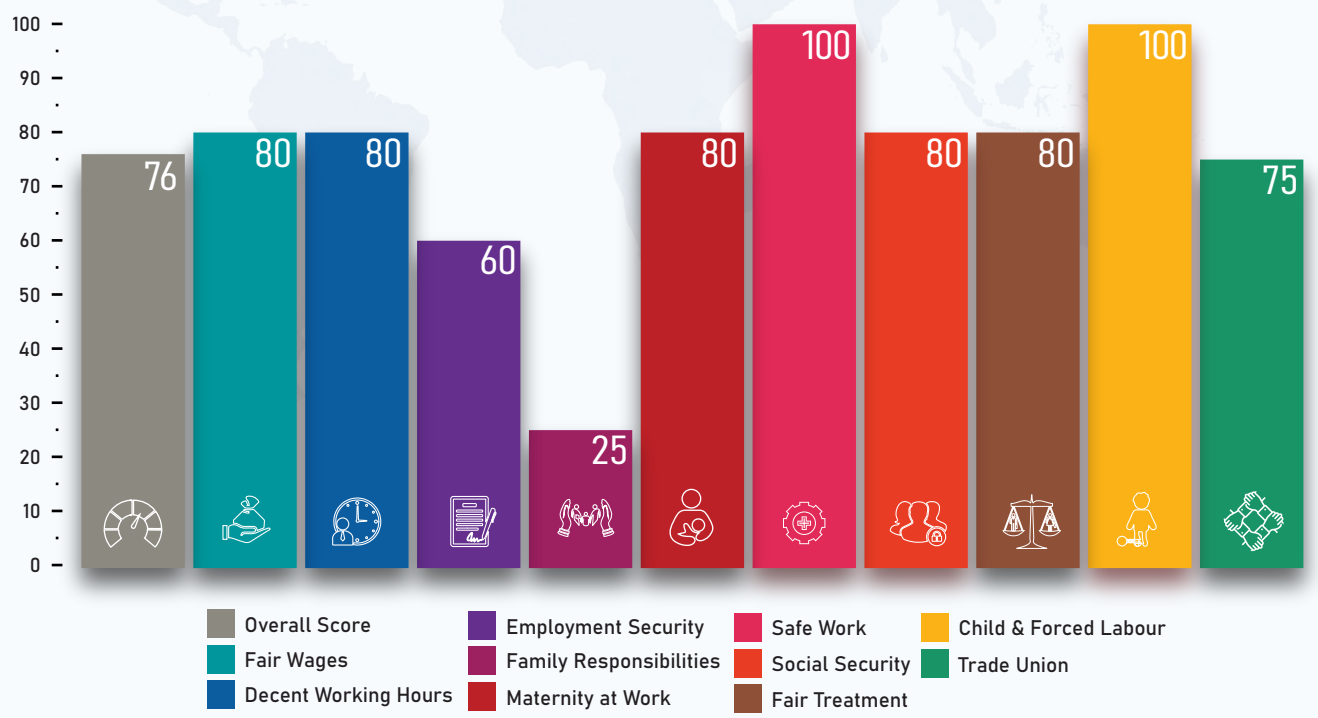
Living Wage (Standard family)
NIO 5,640 per month (2020)
$166.86 per month (2020)

Non-Standard Employment◊
A: 37.6% (2012)
B: 29.0% (2012)

Poverty Headcount§
24.9% (2016)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Nicaragua

SCORE **76**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Niger

SCORE
64.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
West Africa

Income Group
Low Income

Population
23.31 M (2019)

Labour Force
8.42 M (2019)

Female Labour Force
42.4% (2019)

Total Fertility Rate
6.9 (2018)

Informal Employment¶
85.1% (2018)

GDP per Capita
$554.60 (2019)

Minimum Wage
XOF 30,047 per month (2020)
$50.38 per month (2020)

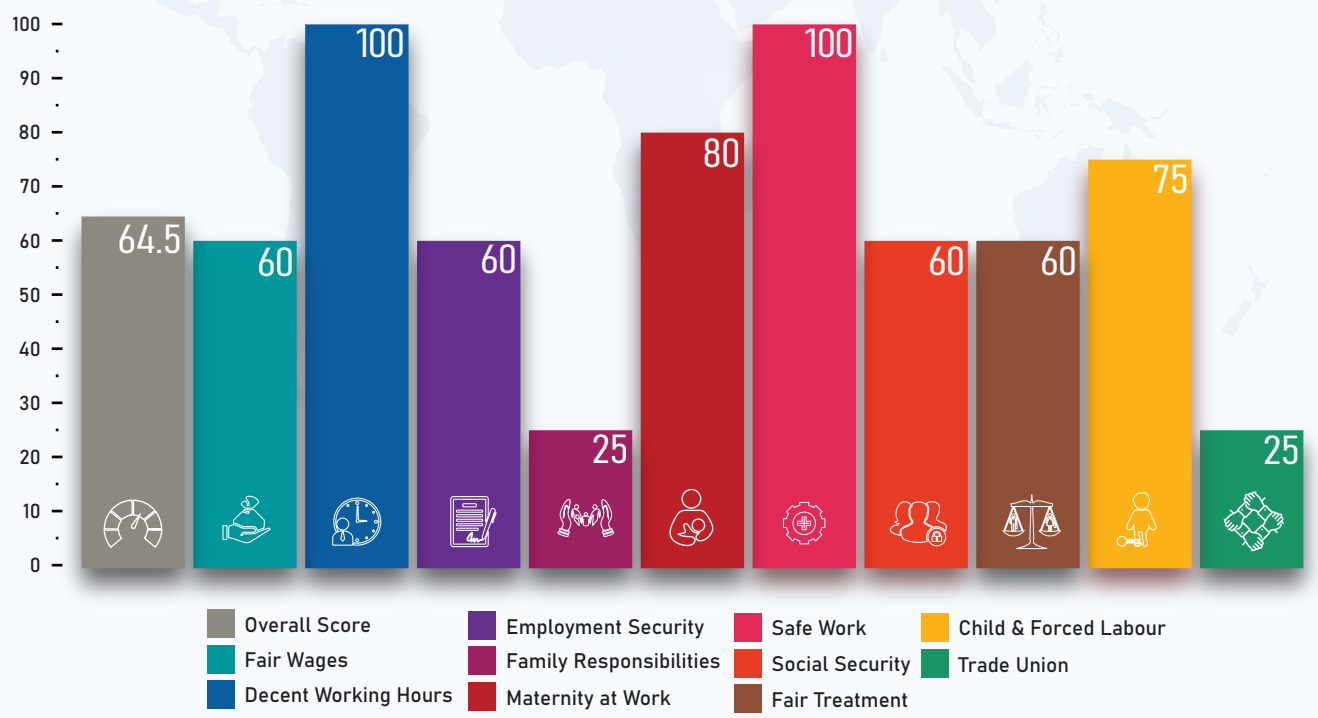
Living Wage (Standard family)
XOF 116,500 per month (2020)
$195.33 per month (2020)

Non-Standard Employment◊
A: 33.2% (2017)
B: 29.8% (2017)

Poverty Headcount§
44.5% (2014)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Niger

SCORE **64.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Nigeria

SCORE
28.5
RATING
TOTAL LACK OF DECENT WORK

Quick Facts

Region
West Africa

Income Group
Lower Middle Income

Population
200.96 M (2019)

Labour Force
59.87 M (2019)

Female Labour Force
44.9% (2019)

Total Fertility Rate
5.4 (2018)

Informal Employment¶
89.0% (2018)

GDP per Capita
$2,229.90 (2019)

Minimum Wage
NGN 30,000 per month (2020)
$82.13 per month (2020)

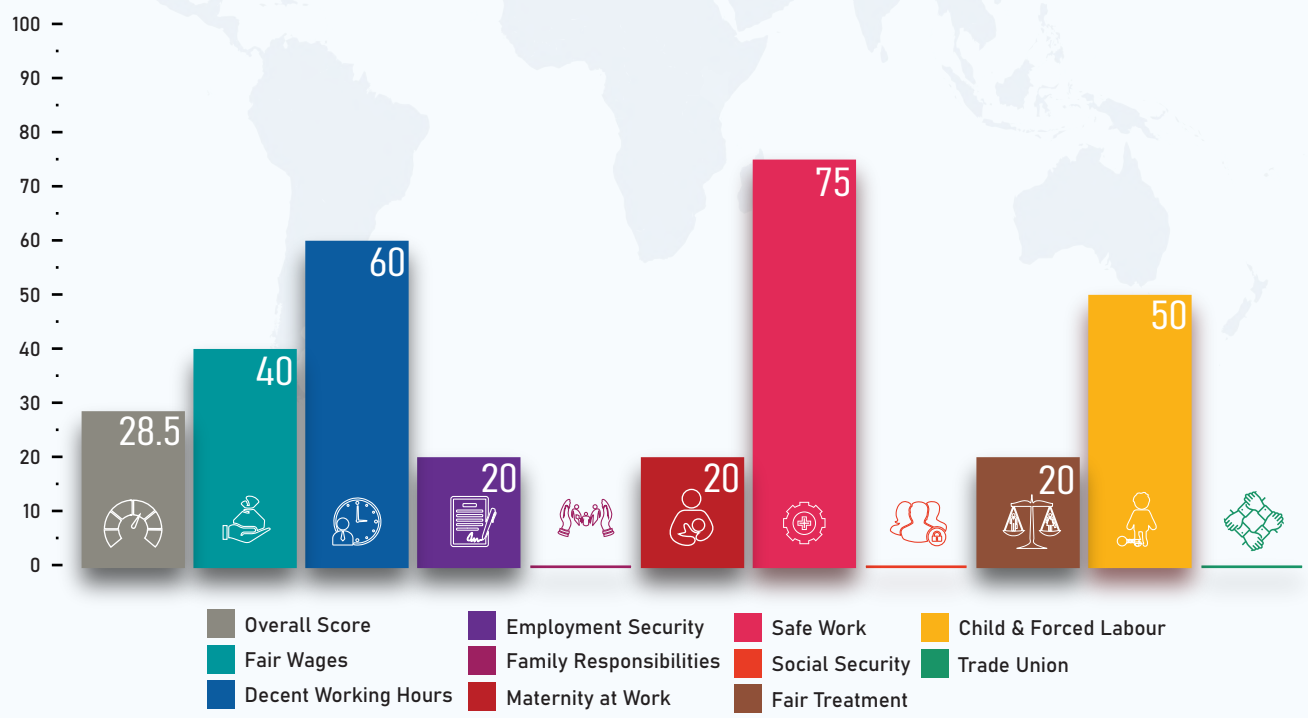
Living Wage (Standard family)
NGN 41,100 per month (2020)
$112.52 per month (2020)

Non-Standard Employment◊
A: 41.3% (2019)
B: N/A

Poverty Headcount§
46.0% (2009)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Nigeria

SCORE **28.5**

RATING **TOTAL LACK OF DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**60**
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	**20**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**20**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**0**
Old age pension	✗
Survivors' pension	✗
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✗
8. Fair Treatment	**20**
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	**50**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Norway

SCORE
85.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Scandinavia

Income Group
High Income

Population
5.34 M (2019)

Labour Force
2.81 M (2019)

Female Labour Force
47.0% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
6.9% (2018)

GDP per Capita
$75,419.60 (2019)

Minimum Wage
Negotiated

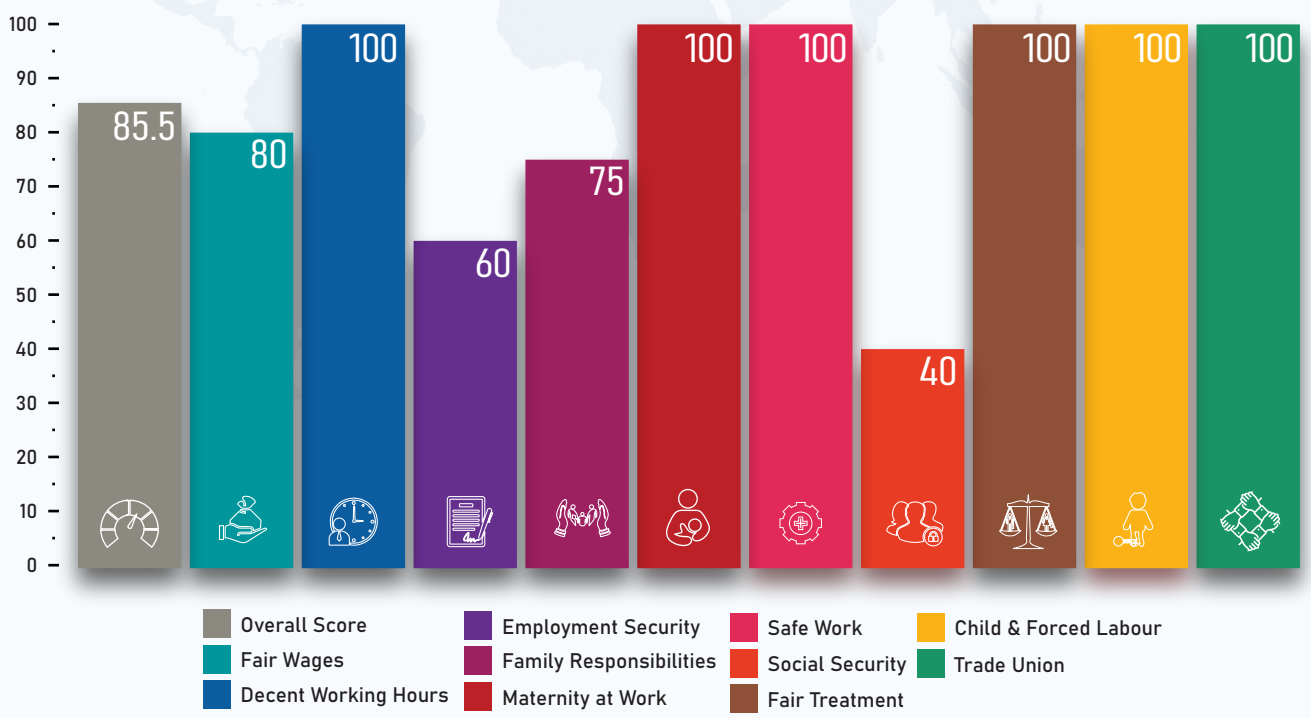
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: 49.3% (2019)
B: 8.0% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Norway

SCORE **85.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**40**
Old age pension	✓
Survivors' pension	✗
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✗
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Oman

SCORE
51.5
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
Middle East

Income Group
High Income

Population
4.97 M (2019)

Labour Force
2.79 M (2019)

Female Labour Force
12.7% (2019)

Total Fertility Rate
2.9 (2018)

Informal Employment¶
N/A

GDP per Capita
$15,474.00 (2019)

Minimum Wage
OMR 325 per month
$845.25 per month (2020)

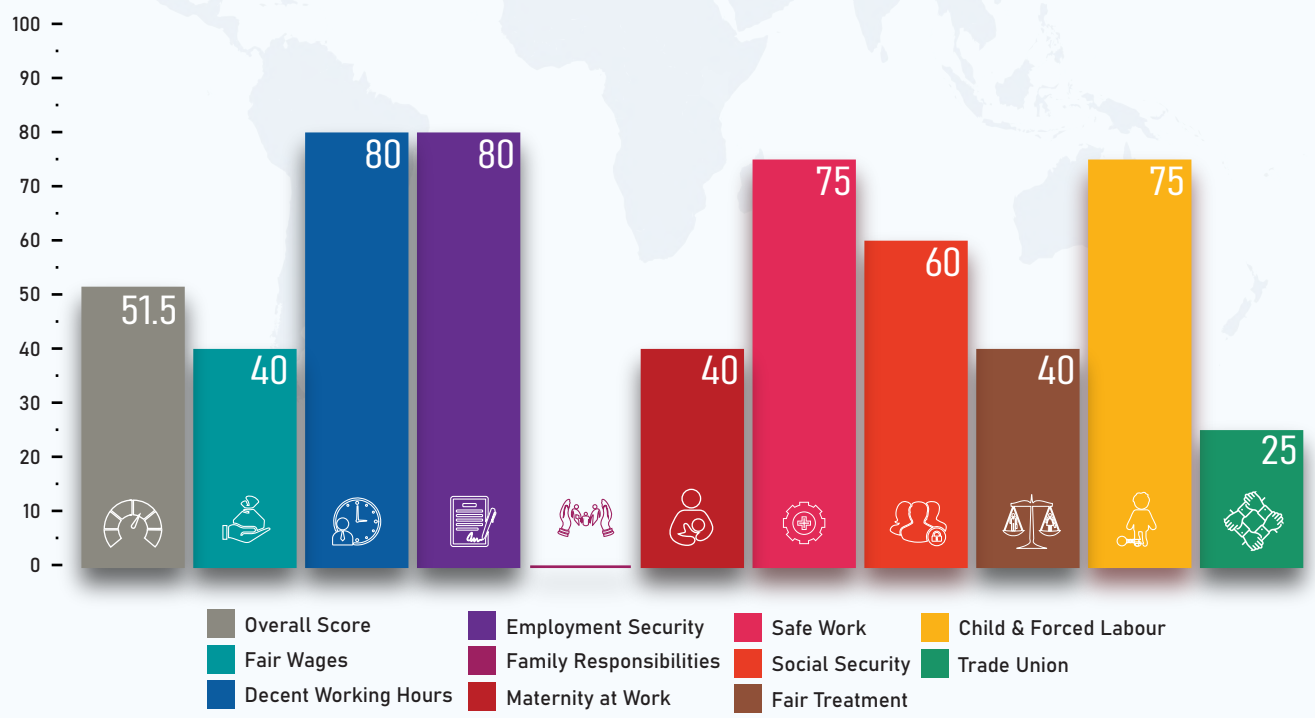
Living Wage (Standard family)
OMR 330 per month (2020)
$858.25 per month (2020)

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Oman

SCORE **51.5**

RATING **BASIC ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**80**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**75**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Pakistan

SCORE
51
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
Southern Asia

Income Group
Lower Middle Income

Population
216.56 M (2019)

Labour Force
73.94 M (2019)

Female Labour Force
20.3% (2019)

Total Fertility Rate
3.5 (2018)

Informal Employment¶
70.8% (2018)

GDP per Capita
$1,284.70 (2019)

Minimum Wage
PKR 17,500 per month (2020)
$113.08 per month (2020)

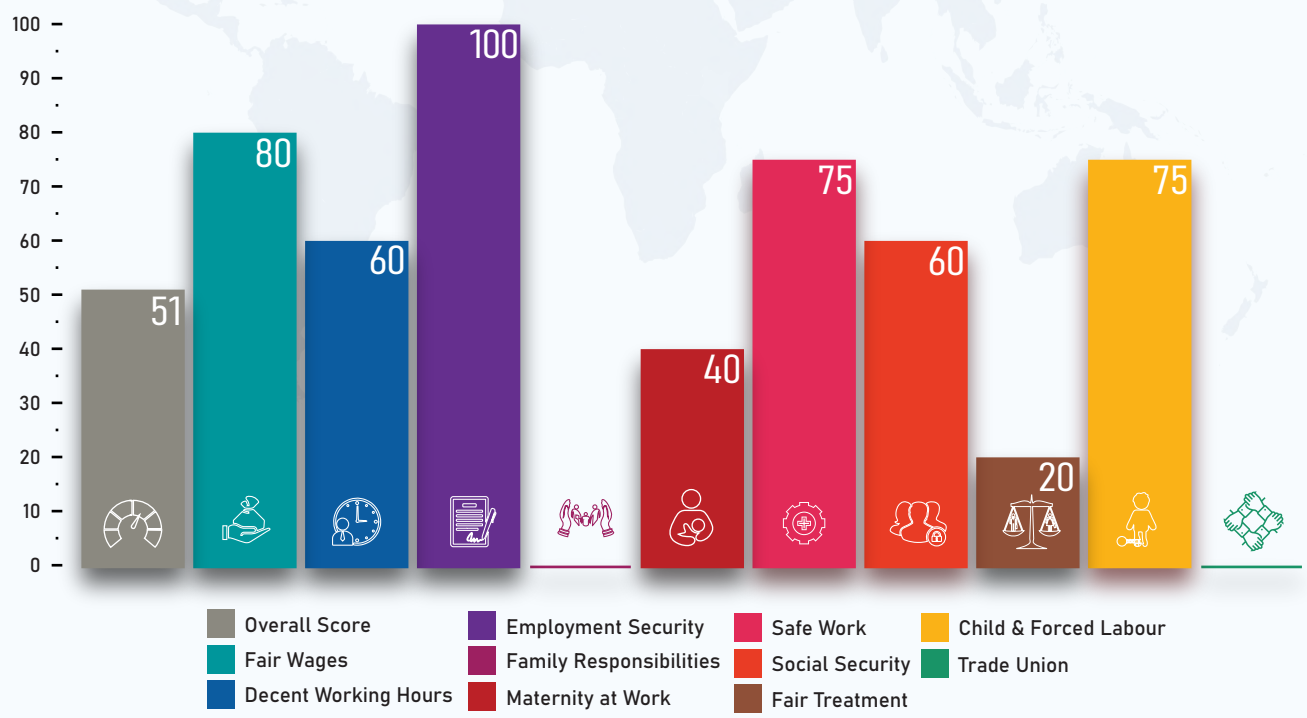
Living Wage (Standard family)
PKR 21,700 per month (2020)
$140.22 per month (2020)

Non-Standard Employment◊
A: 12.4% (2018)
B: 78.0% (2018)

Poverty Headcount§
24.3% (2015)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Pakistan

SCORE **51**

RATING **BASIC ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**60**
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	**100**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**40**
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)	✗

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**20**
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	**75**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Paraguay

SCORE
82.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Southern America

Income Group
Upper Middle Income

Population
7.04 M (2019)

Labour Force
3.59 M (2019)

Female Labour Force
40.5% (2019)

Total Fertility Rate
2.4 (2018)

Informal Employment¶
34.9% (2018)

GDP per Capita
$5,414.80 (2019)

Minimum Wage
PYG 21,92,839 per month (2020)
$337.68 per month (2020)

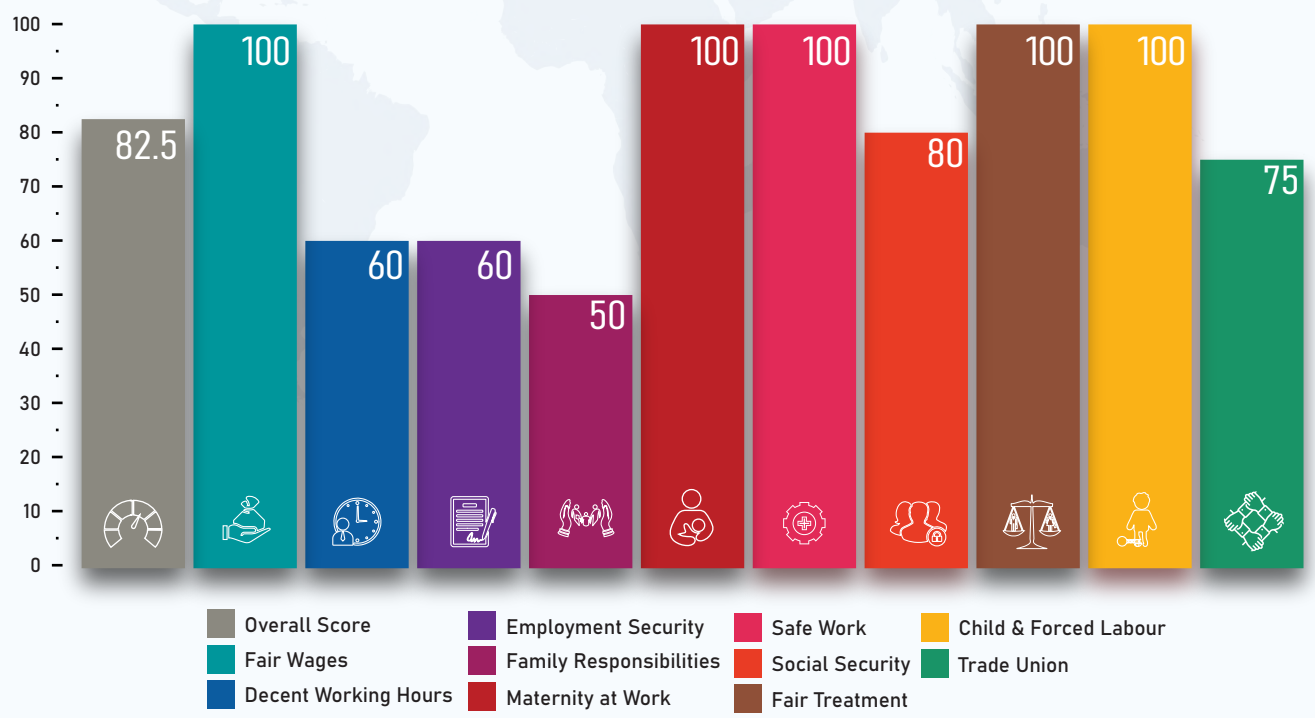
Living Wage (Standard family)
PYG 22,63,800 per month (2020)
$348.61 per month (2020)

Non-Standard Employment◊
A: 24.6% (2015)
B: 61.4% (2019)

Poverty Headcount§
24.2% (2018)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Paraguay

SCORE **82.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**60**
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	**60**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**75**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Peru

SCORE
78
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Southern America

Income Group
Upper Middle Income

Population
32.51 M (2019)

Labour Force
18.86 M (2019)

Female Labour Force
45.7% (2019)

Total Fertility Rate
2.3 (2018)

Informal Employment¶
59.1% (2018)

GDP per Capita
$6,977.70 (2019)

Minimum Wage
PEN 930 per month (2020)
$276.08 per month (2020)

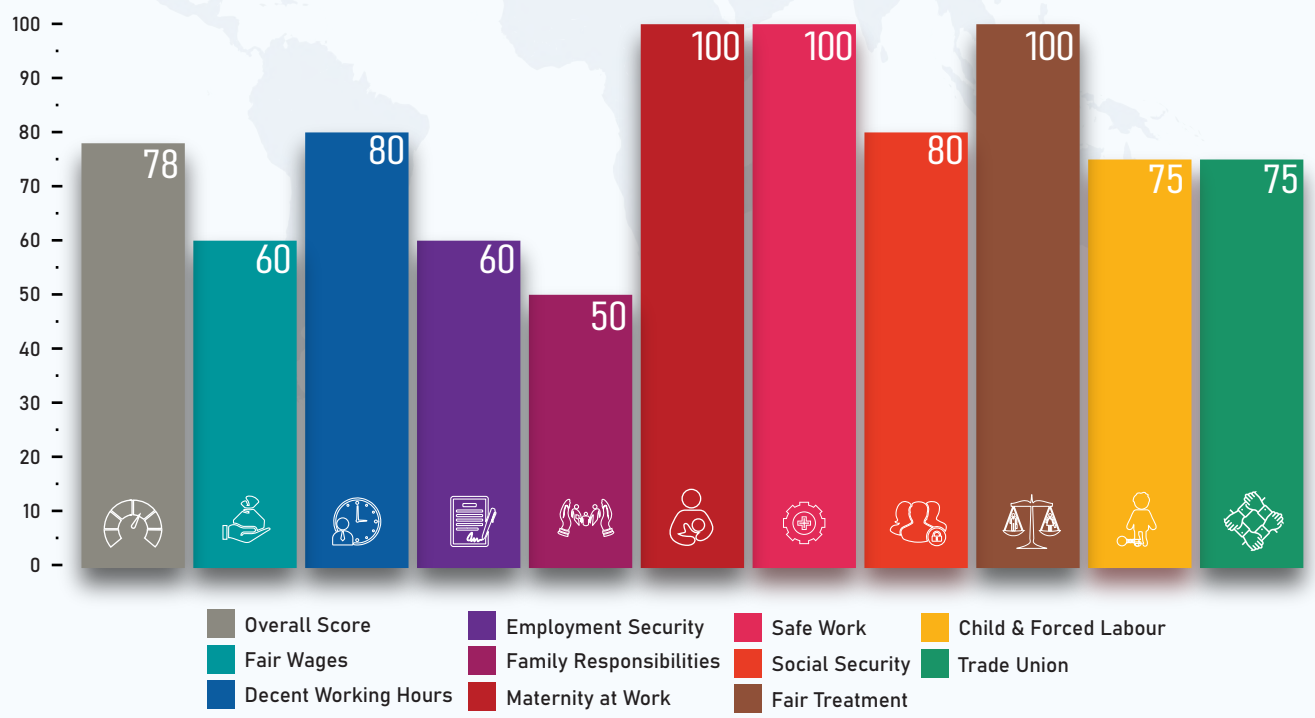
Living Wage (Standard family)
PEN 1,370 per month (2020)
$406.69 per month (2020)

Non-Standard Employment◊
A: 34.7% (2019)
B: 82.5% (2019)

Poverty Headcount§
20.5% (2018)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Peru

SCORE **78**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✗
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**75**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Philippines

SCORE
62
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
South Eastern Asia

Income Group
Lower Middle Income

Population
108.11 M (2019)

Labour Force
44.81 M (2019)

Female Labour Force
38.8% (2019)

Total Fertility Rate
2.6 (2018)

Informal Employment¶
72.0% (1995)

GDP per Capita
$3,485.10 (2019)

Minimum Wage
PHP 6,912 per month (2020)
$136.23 per month (2020)

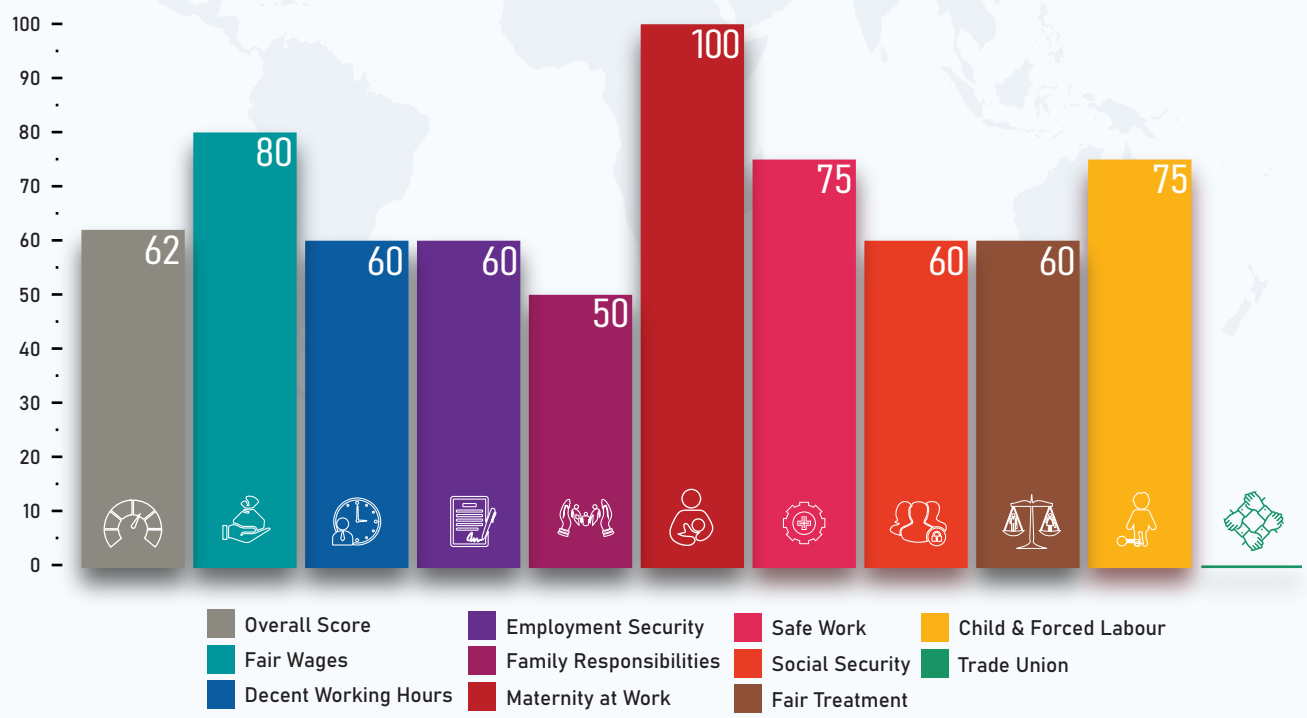
Living Wage (Standard family)
PHP 9,450 per month (2020)
$186.25 per month (2020)

Non-Standard Employment◊
A: 25.2% (2019)
B: 21.8% (2019)

Poverty Headcount§
21.6% (2015)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Philippines

SCORE **62**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**60**
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	**60**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Poland

SCORE **91**

RATING **DECENT WORK**

Quick Facts

Region
Eastern Europe

Income Group
High Income

Population
37.97 M (2019)

Labour Force
18.26 M (2019)

Female Labour Force
44.6% (2019)

Total Fertility Rate
1.5 (2018)

Informal Employment¶
31.6% (2018)

GDP per Capita
$15,595.20 (2019)

Minimum Wage
PLN 2,600 per month (2020)
$672.33 per month (2020)

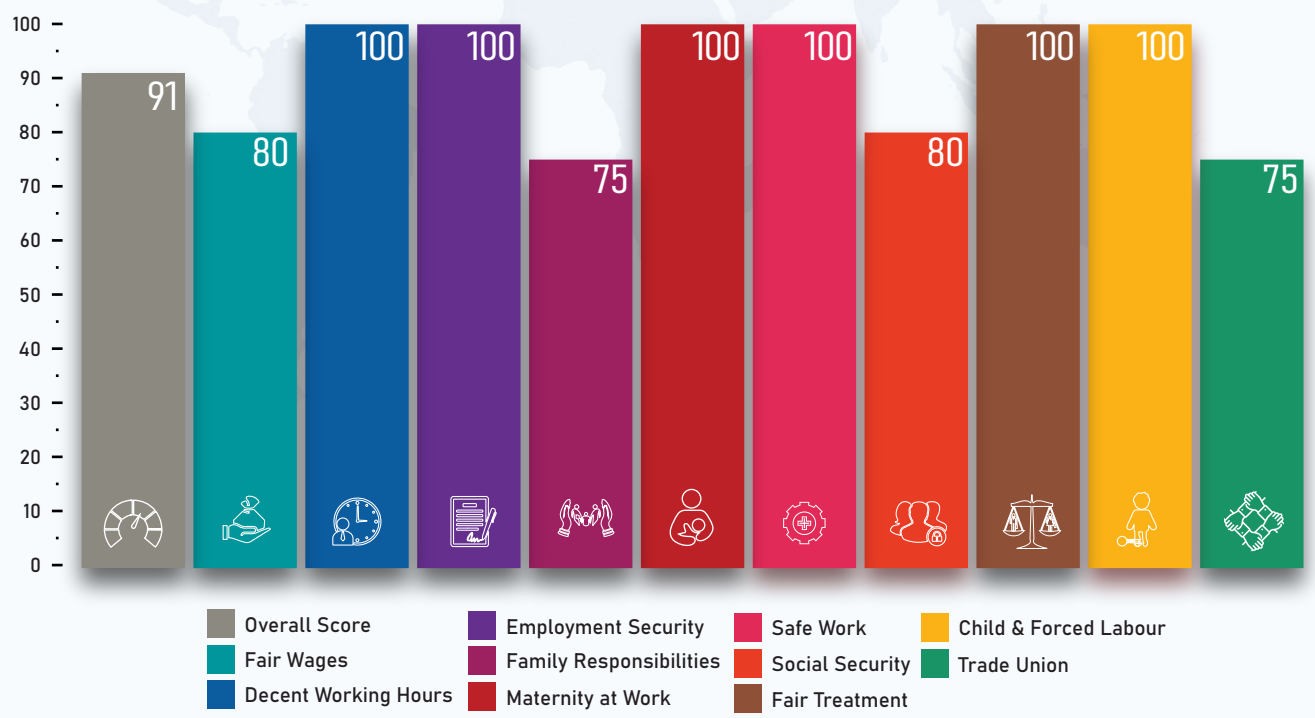
Living Wage (Standard family)
PLN 2,220 per month (2020)
$574.07 per month (2020)

Non-Standard Employment◊
A: 25.7% (2019)
B: 21.8 % (2019)

Poverty Headcount§
15.4% (2018)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Poland

SCORE 91

RATING DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**100**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Portugal

SCORE **93**

RATING **DECENT WORK**

Quick Facts

Region
Southern Europe

Income Group
High Income

Population
10.26 M (2019)

Labour Force
5.23 M (2019)

Female Labour Force
49.1% (2019)

Total Fertility Rate
1.4 (2018)

Informal Employment¶
10.5% (2018)

GDP per Capita
$23,145.00 (2019)

Minimum Wage
EUR 615 per month (2020)
$676.63 per month (2020)

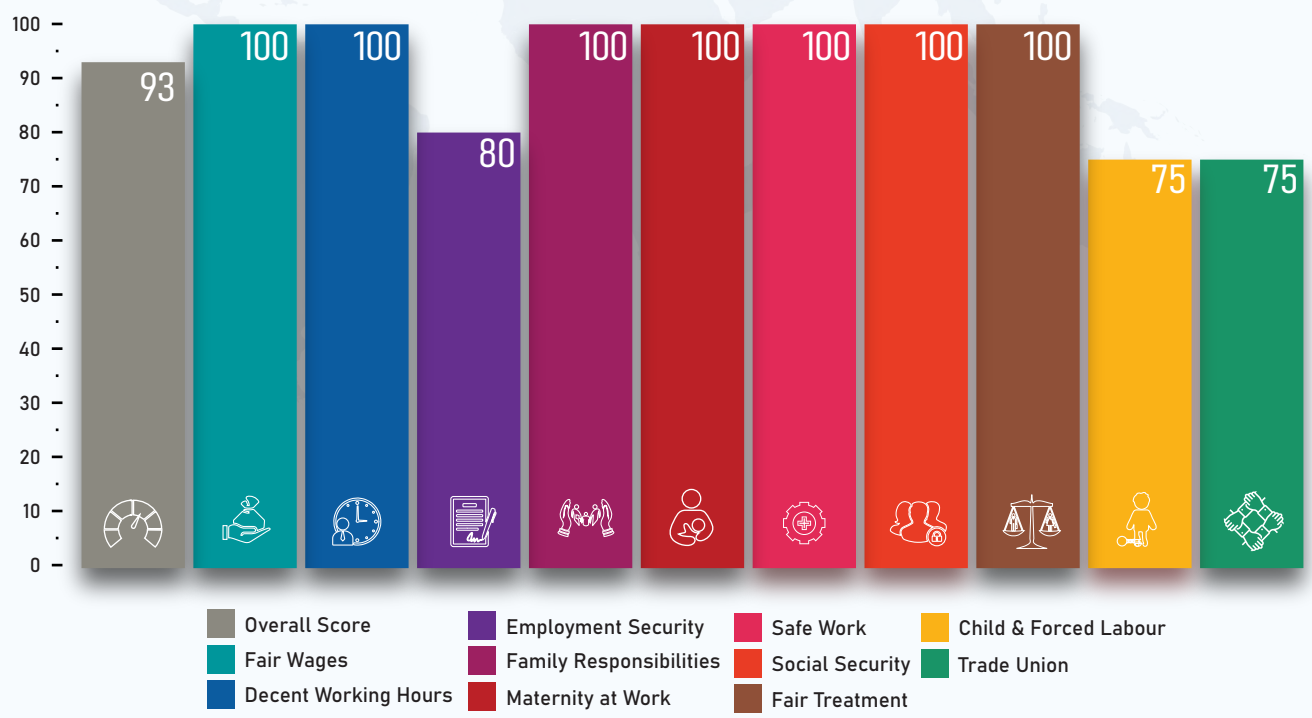
Living Wage (Standard family)
EUR 805 per month (2020)
$885.67 per month (2020)

Non-Standard Employment◊
A: 28.7% (2019)
B: 20.8% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Portugal

SCORE **93**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**75**
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	**75**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Qatar

SCORE
45
RATING
TOTAL LACK OF DECENT WORK

Quick Facts

Region
Middle East

Income Group
High Income

Population
2.83 M (2019)

Labour Force
2.12 M (2019)

Female Labour Force
13.7% (2019)

Total Fertility Rate
1.9 (2018)

Informal Employment¶
N/A

GDP per Capita
$64,781.70 (2019)

Minimum Wage
QAR 750 per month (2020)
$206.04 per month (2020)

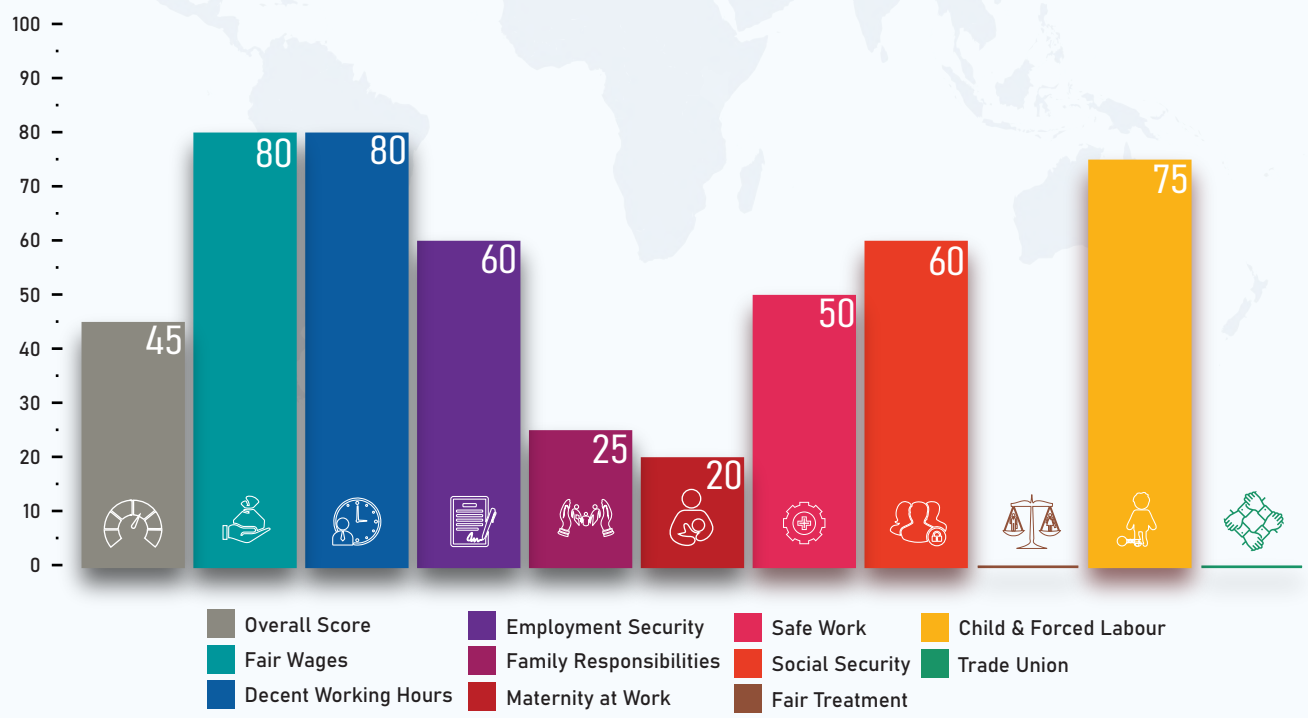
Living Wage (Standard family)
QAR 2,610 per month (2020)
$717.04 per month (2020)

Non-Standard Employment◊
A: 0.1% (2017)
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Qatar

SCORE **45**

RATING **TOTAL LACK OF DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**20**
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)	✗

Indicator	Score
6. Safe Work	**50**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**0**
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	**75**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Romania

SCORE **91**

RATING **DECENT WORK**

Quick Facts

Region
Eastern Europe

Income Group
Upper Middle Income

Population
19.35 M (2019)

Labour Force
8.93 M (2019)

Female Labour Force
43.0% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
11.1% (2018)

GDP per Capita
$12,919.50 (2019)

Minimum Wage
RON 2,230 per month (2020)
$515.06 per month (2020)

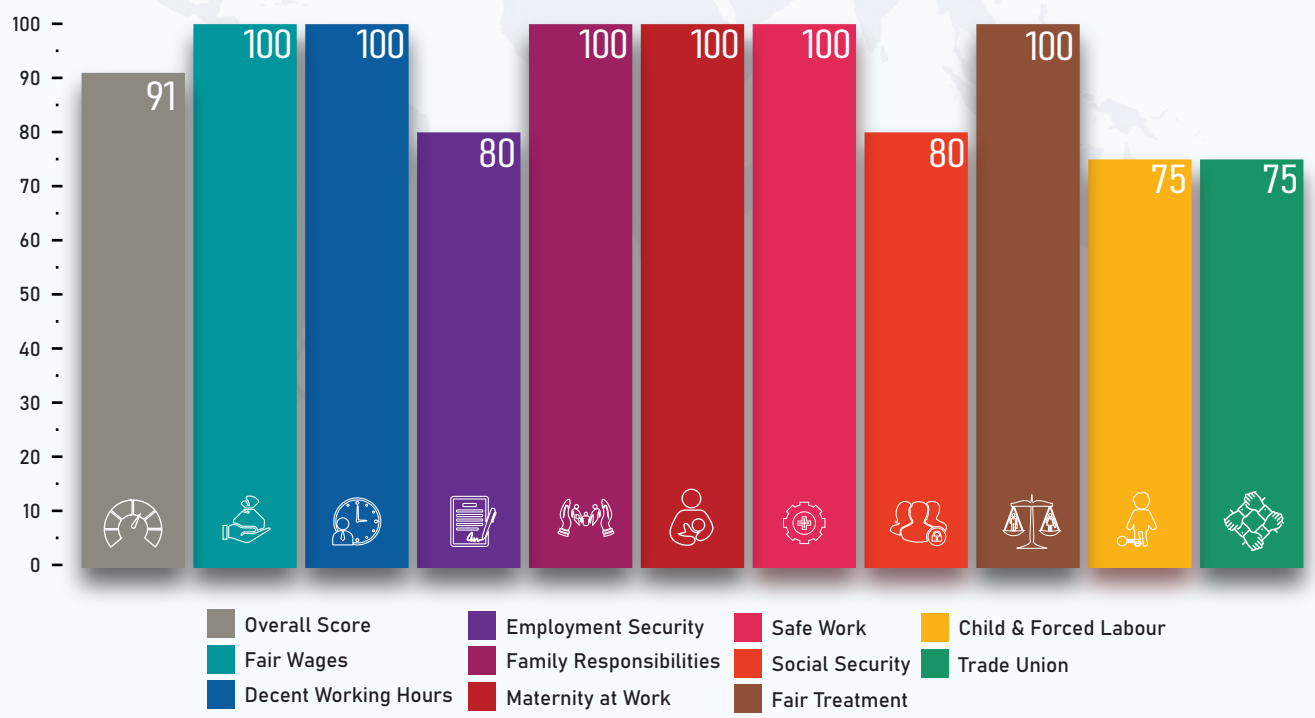
Living Wage (Standard family)
RON 2,130 per month (2020)
$491.96 per month (2020)

Non-Standard Employment◊
A: 12.9% (2019)
B: 1.4% (2019)

Poverty Headcount§
23.6% (2017)

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Romania

SCORE **91**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**75**
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	**75**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Russian Federation

SCORE
80
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Baltic States

Income Group
Upper Middle Income

Population
144.37 M (2019)

Labour Force
73.02 M (2019)

Female Labour Force
48.6% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
35.6% (2018)

GDP per Capita
$11,585.00 (2019)

Minimum Wage
RUB 12,130 per month (2020)
$192.02 per month (2020)

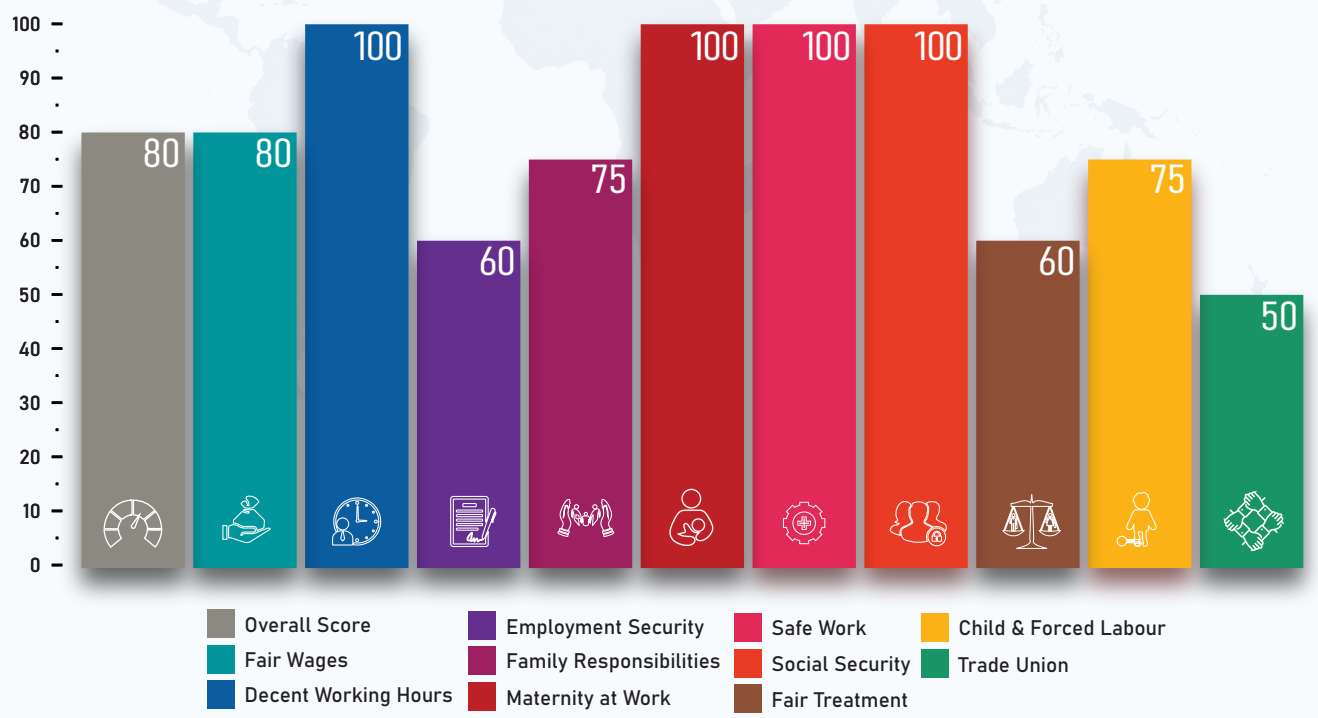
Living Wage (Standard family)
RUB 27,000 per month (2020)
$427.41 per month (2020)

Non-Standard Employment◊
A: 8.9% (2016)
B: 7.8% (2018)

Poverty Headcount§
12.9% (2018)

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Russian Federation



SCORE
80
RATING
REASONABLE ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**50**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Rwanda

SCORE
67.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Central Africa

Income Group
Low Income

Population
12.62 M (2019)

Labour Force
6.36 M (2019)

Female Labour Force
51.7% (2019)

Total Fertility Rate
4.0 (2018)

Informal Employment¶
78.6% (2018)

GDP per Capita
$801.70 (2019)

Minimum Wage
RWF 2,700 per month (2020)
$2.84 per month (2020)

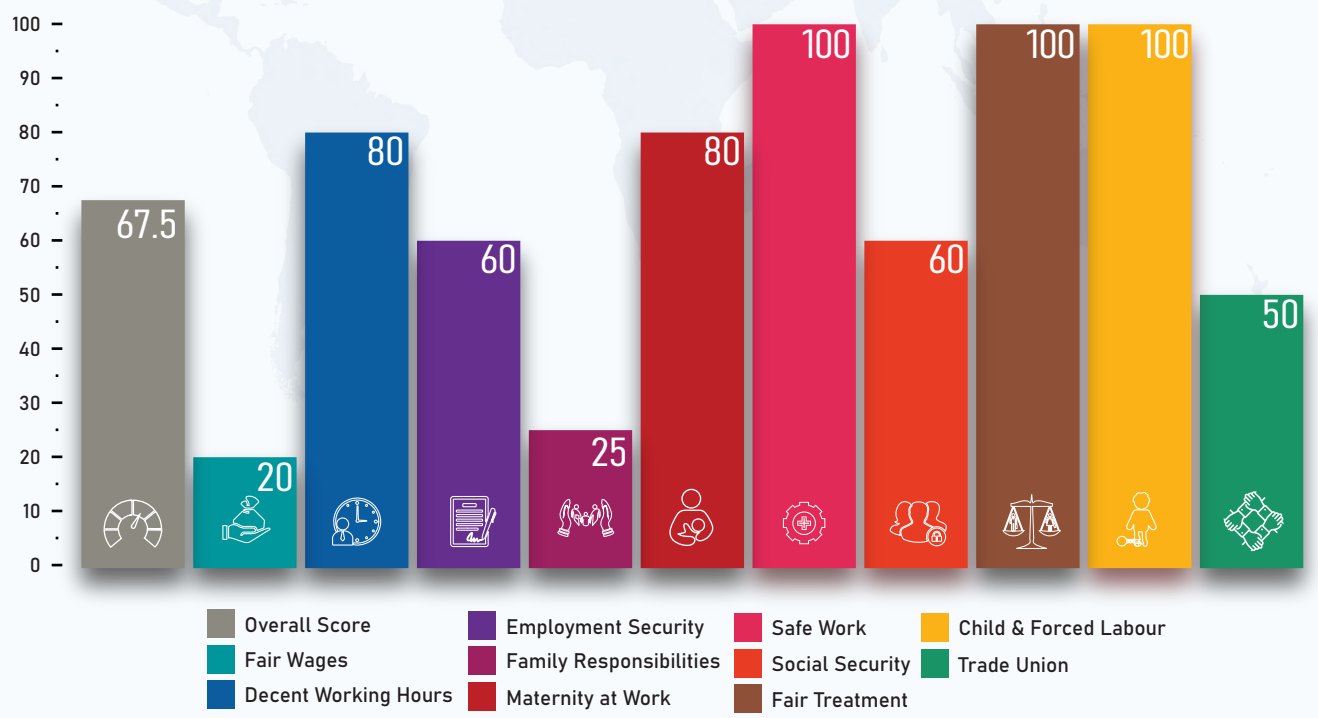
Living Wage (Standard family)
RWF 143,300 per month (2020)
$150.54 per month (2020)

Non-Standard Employment◊
A: 55.0% (2018)
B: 73.1% (2018)

Poverty Headcount§
38.2% (2016)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Rwanda

SCORE **67.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**20**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**50**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Saudi Arabia

SCORE
58
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
Middle East

Income Group
High Income

Population
34.26 M (2019)

Labour Force
14.38 M (2019)

Female Labour Force
15.8% (2019)

Total Fertility Rate
2.3 (2018)

Informal Employment¶
N/A

GDP per Capita
$23,139.80 (2019)

Minimum Wage
SAR 3,000 per month (2020)
$800.01 per month (2020)

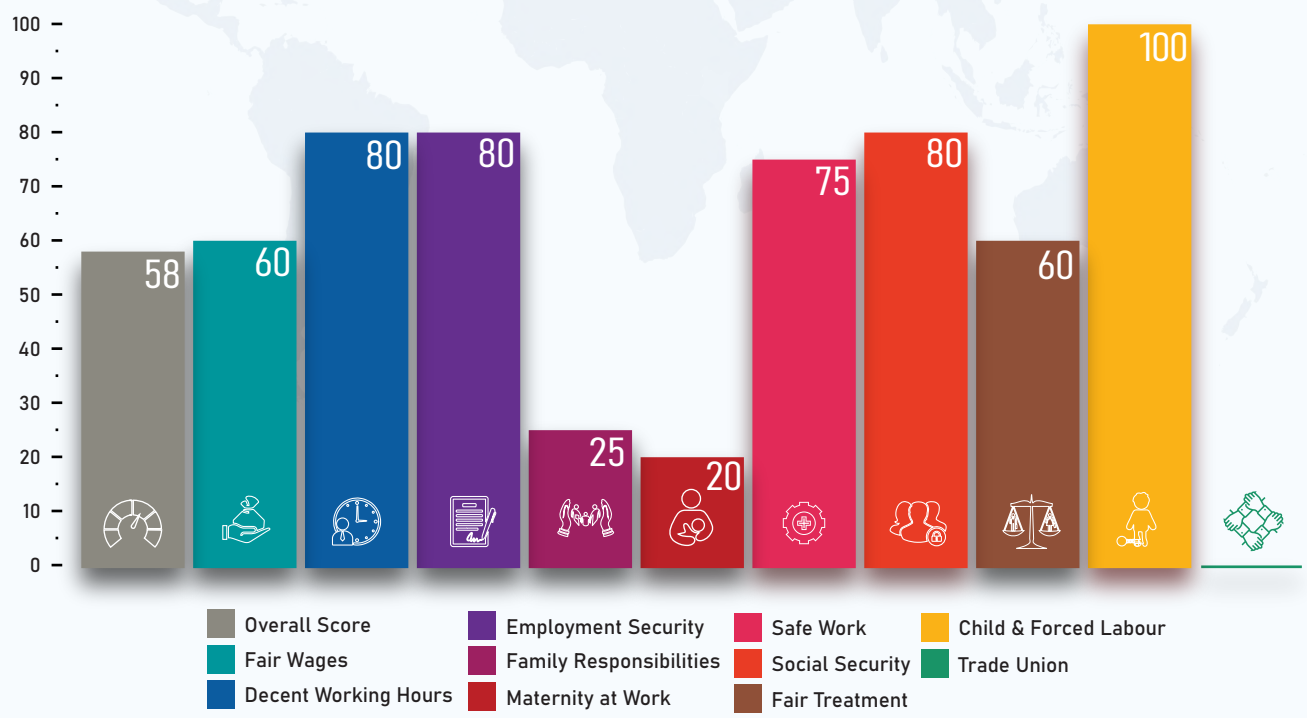
Living Wage (Standard family)
SAR 2,910 per month (2020)
$776.00 per month (2020)

Non-Standard Employment◊
A: 7.5% (2015)
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Saudi Arabia

SCORE
58
RATING
BASIC ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**80**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**20**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Senegal

SCORE
62
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
West Africa

Income Group
Lower Middle Income

Population
16.29 M (2019)

Labour Force
4.25 M (2019)

Female Labour Force
40.4% (2019)

Total Fertility Rate
4.6 (2018)

Informal Employment¶
87.0% (2018)

GDP per Capita
$1,446.80 (2019)

Minimum Wage
XOF 36,988 per month (2020)
$62.02 per month (2020)

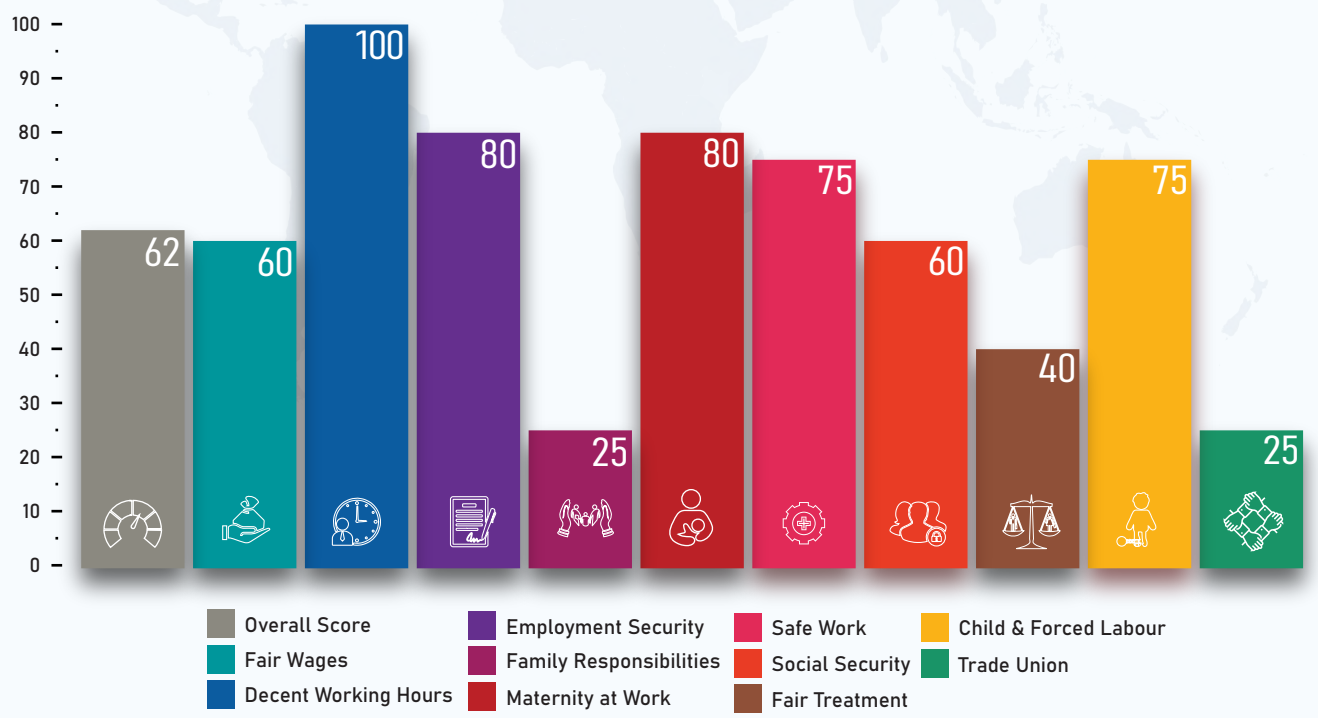
Living Wage (Standard family)
XOF 138,200 per month (2020)
$231.71 per month (2020)

Non-Standard Employment◊
A: N/A
B: 29.5% (2015)

Poverty Headcount§
46.7% (2011)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Senegal

SCORE **62**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**75**
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	**25**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Singapore

SCORE
51.5
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
South Eastern Asia

Income Group
High Income

Population
5.70 M (2019)

Labour Force
3.52 M (2019)

Female Labour Force
41.8% (2019)

Total Fertility Rate
1.1 (2018)

Informal Employment¶
N/A

GDP per Capita
$65,233.30 (2019)

Minimum Wage
No Provision

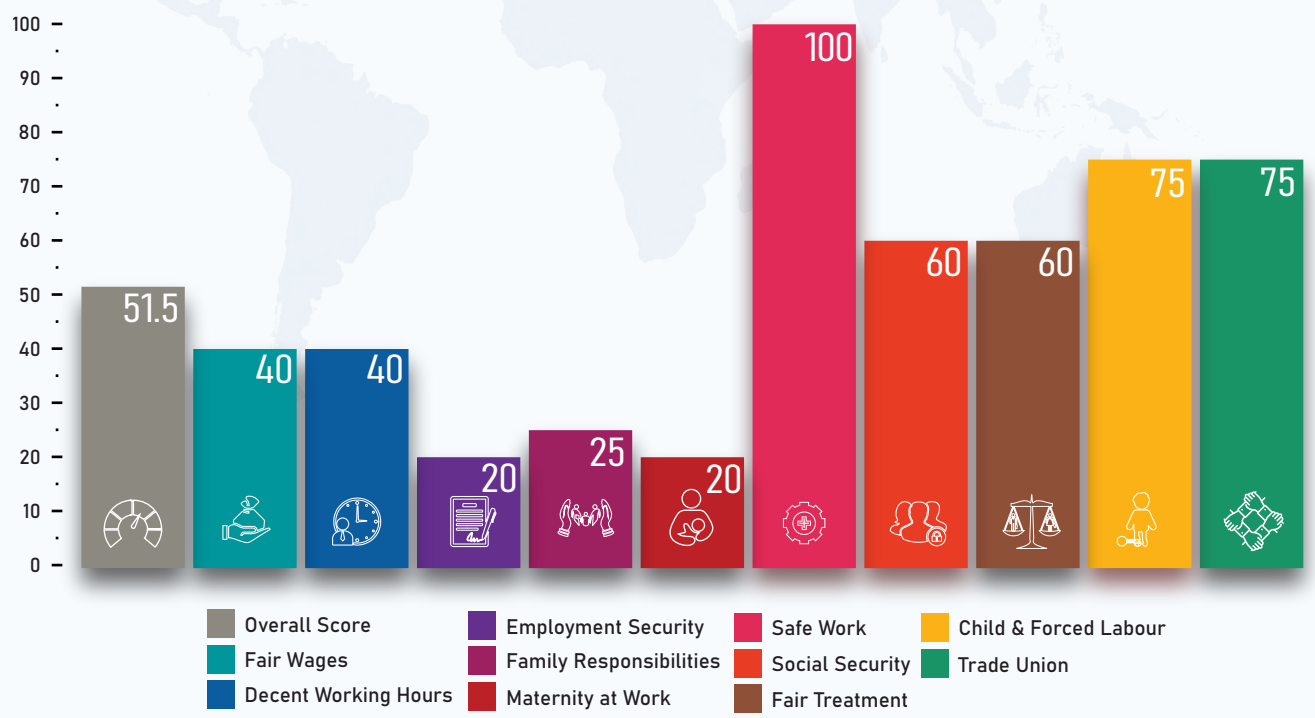
Living Wage (Standard family)
SGD 2,220 per month (2020)
$1,650.17 per month (2020)

Non-Standard Employment◊
A: 11.1% (2018)
B: N/A

Poverty Headcount§
N/A

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Singapore

SCORE **51.5**

RATING **BASIC ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**40**
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	**20**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**20**
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)	✗

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**75**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Slovakia

SCORE **91**

RATING **DECENT WORK**

Quick Facts

Region
Eastern Europe

Income Group
High Income

Population
5.45 M (2019)

Labour Force
2.74 M (2019)

Female Labour Force
45.4% (2019)

Total Fertility Rate
1.5 (2018)

Informal Employment¶
16.5% (2018)

GDP per Capita
$19,329.10 (2019)

Minimum Wage
EUR 580 per month (2020)
$638.12 per month (2020)

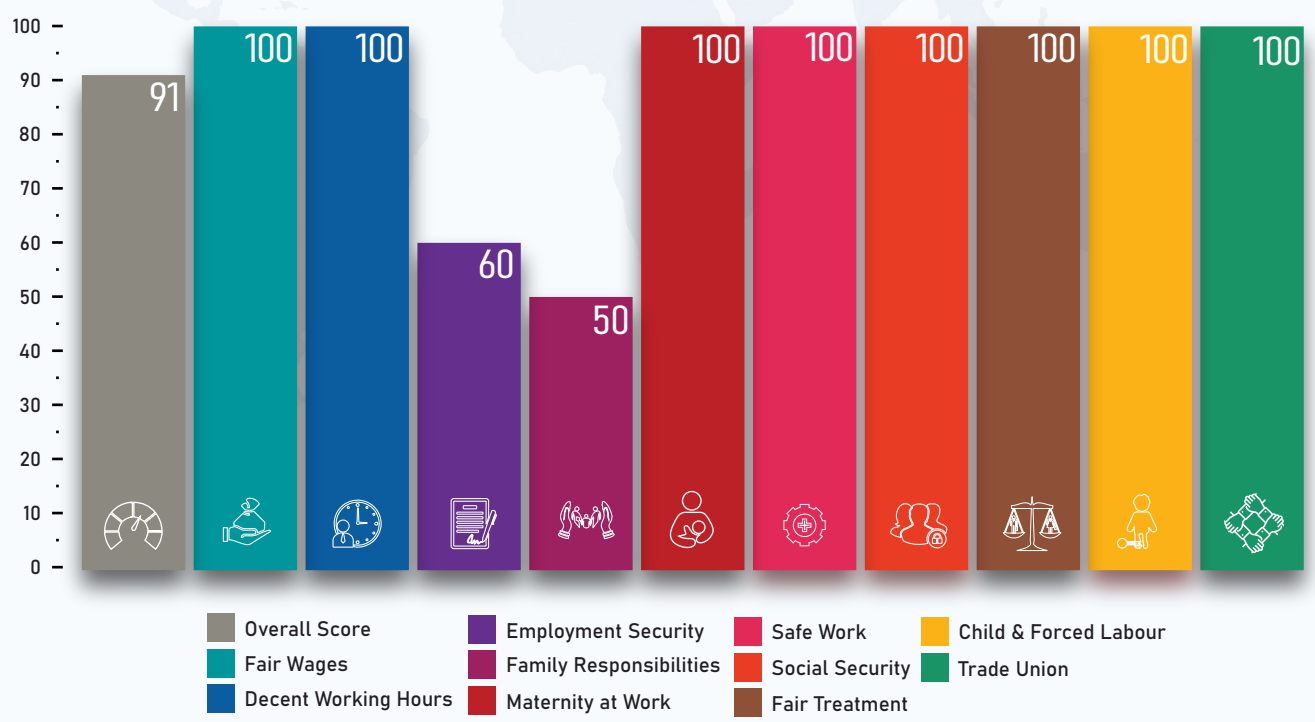
Living Wage (Standard family)
EUR 570 per month (2020)
$627.12 per month (2020)

Non-Standard Employment◊
A: 22.7% (2019)
B: 8.2% (2019)

Poverty Headcount§
12.6% (2013)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Slovakia

SCORE **91**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**50**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Slovenia

SCORE
88
RATING
APPROACHING DECENT WORK

Quick Facts

Region
South Eastern Europe

Income Group
High Income

Population
2.08 M (2019)

Labour Force
1.03 M (2019)

Female Labour Force
46.2% (2019)

Total Fertility Rate
1.6 (2018)

Informal Employment¶
4.1% (2018)

GDP per Capita
$25,739.20 (2019)

Minimum Wage
EUR 941 per month (2020)
$1,035.30 per month (2020)

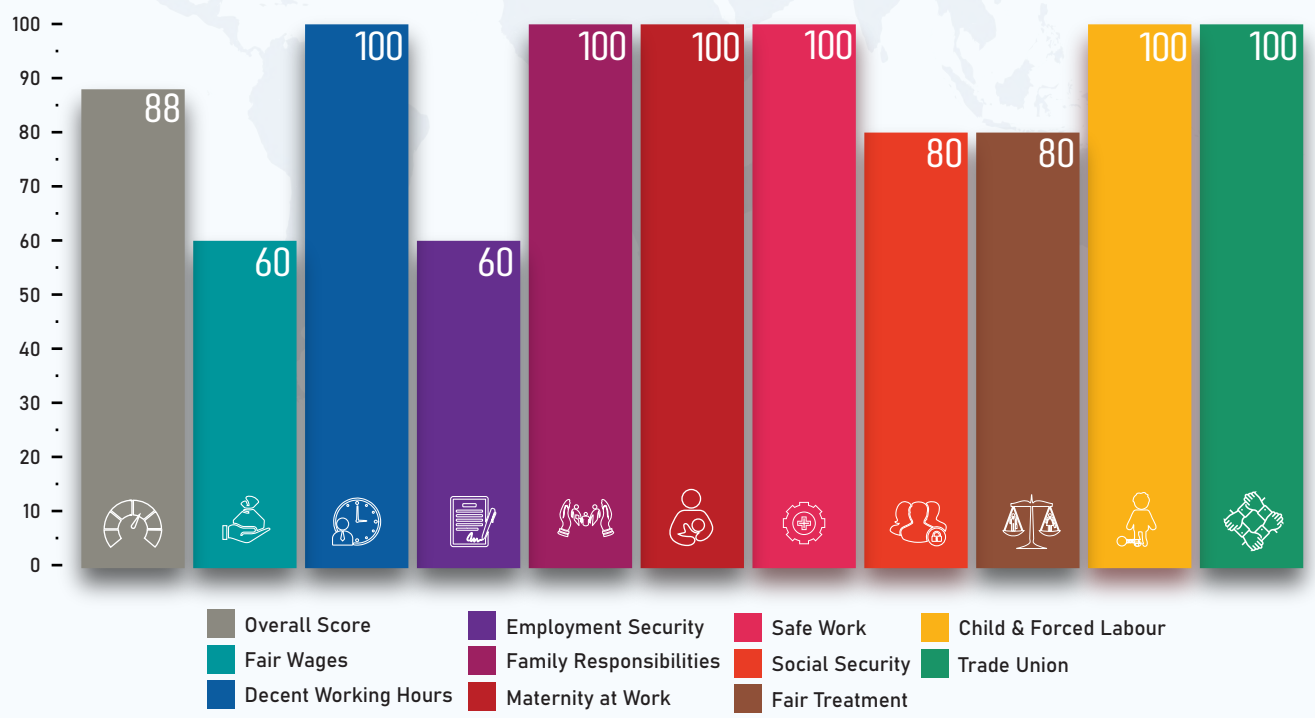
Living Wage (Standard family)
EUR 655 per month (2020)
$720.64 per month (2020)

Non-Standard Employment◊
A: 28.9% (2019)
B: 13.4% (2019)

Poverty Headcount§
14.3% (2014)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Slovenia

SCORE **88**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**100**
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	**60**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

South Africa

SCORE
81
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Southern Africa

Income Group
Upper Middle Income

Population
58.55 M (2019)

Labour Force
23.30 M (2019)

Female Labour Force
45.4% (2019)

Total Fertility Rate
2.4 (2018)

Informal Employment¶
34.0% (2018)

GDP per Capita
$6,001.40 (2019)

Minimum Wage
ZAR 2,214 per month (2020)
$149.12 per month (2020)

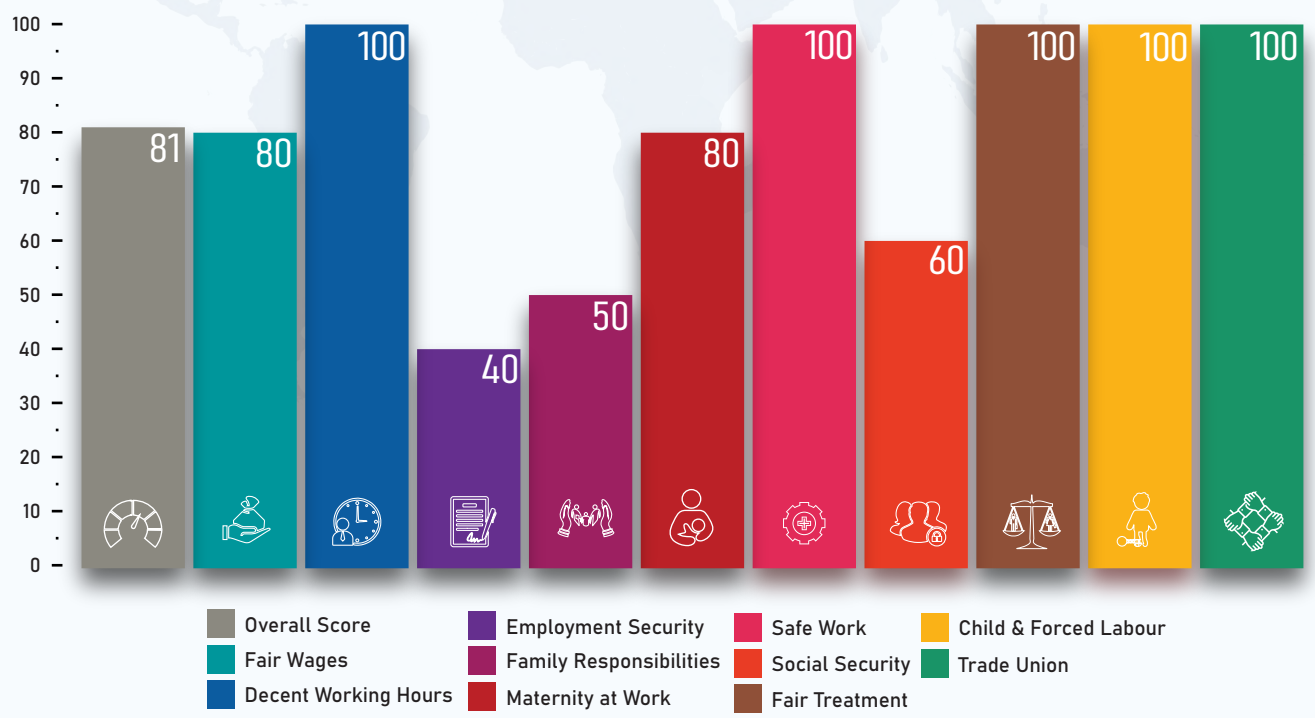
Living Wage (Standard family)
ZAR 8,560 per month (2020)
$576.56 per month (2020)

Non-Standard Employment◊
A: 15.3% (2019)
B: 13.3% (2019)

Poverty Headcount§
55.5% (2014)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

South Africa

SCORE **81**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**40**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✗
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✗
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Republic of Korea

SCORE
75.5
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Eastern Asia

Income Group
High Income

Population
51.70 M (2019)

Labour Force
28.45 M (2019)

Female Labour Force
42.1% (2019)

Total Fertility Rate
1.0 (2018)

Informal Employment¶
28.8% (2018)

GDP per Capita
$31,762.00 (2019)

Minimum Wage
KRW 1,488,933 per month (2020)
$1,295.37 per month (2020)

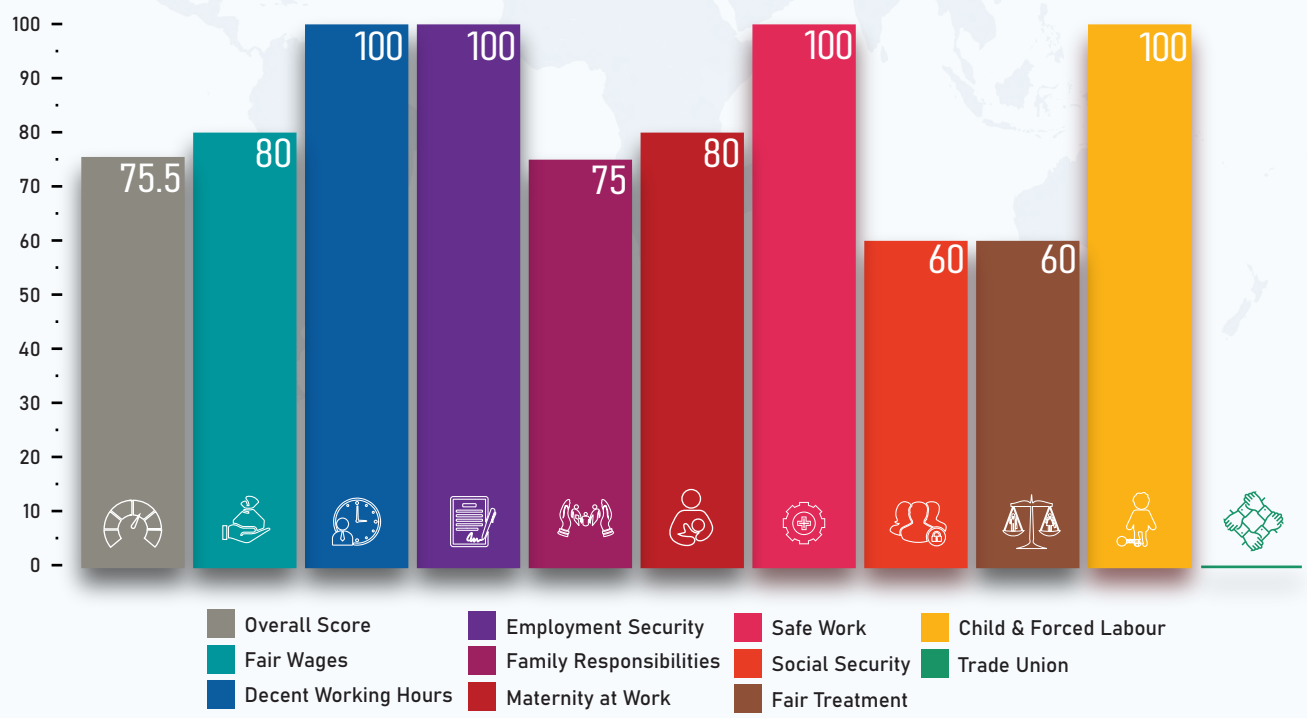
Living Wage (Standard family)
KRW 1,617,700 per month (2020)
$1,407.39 per month (2020)

Non-Standard Employment◊
A: 20.7% (2019)
B: 16.8% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Republic of Korea

SCORE **75.5**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**100**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✗
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

South Sudan

SCORE
76
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Eastern Africa

Income Group
Low Income

Population
11.06 M (2019)

Labour Force
4.67 M (2019)

Female Labour Force
49.4% (2019)

Total Fertility Rate
4.7 (2018)

Informal Employment¶
N/A

GDP per Capita
$1,119.70 (2019)

Minimum Wage
N/A

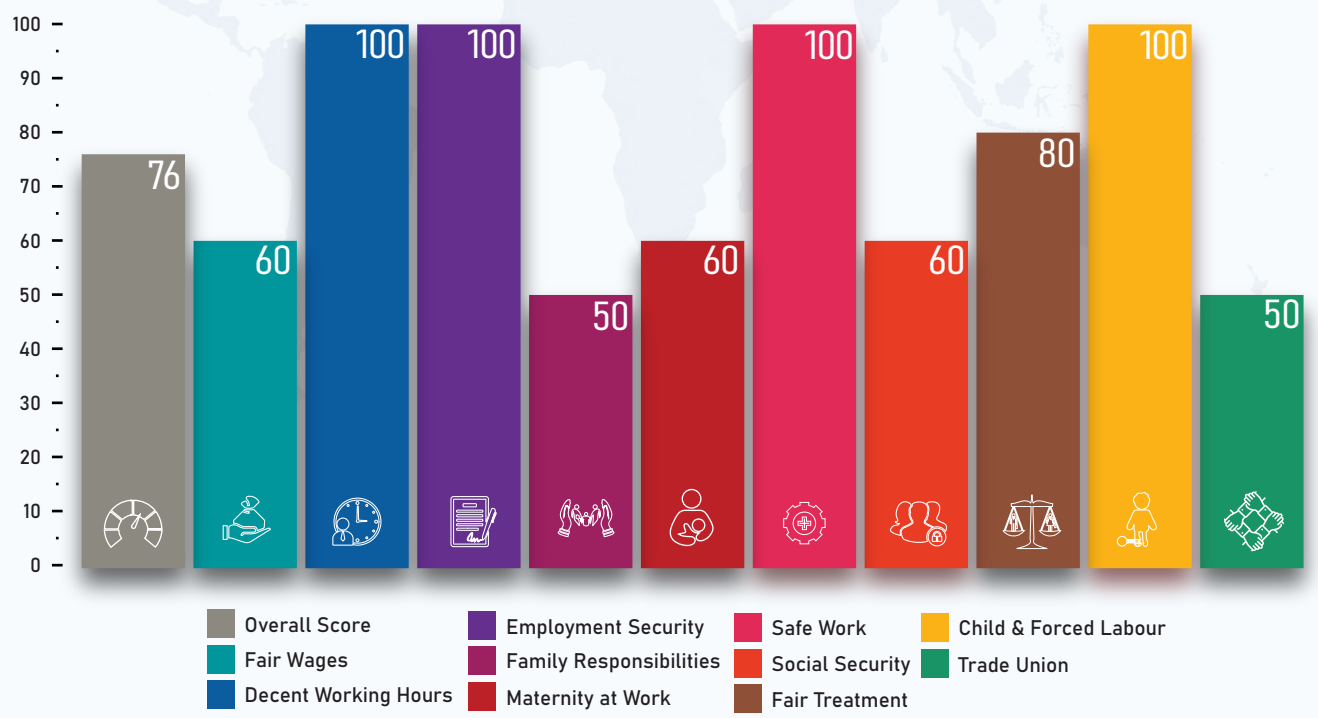
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: N/A
B: N/A

Poverty Headcount§
82.3% (2016)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

South Sudan

SCORE **76**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**100**
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	**100**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**50**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Spain

SCORE
87.5
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Southern Europe

Income Group
High Income

Population
47.07 M (2019)

Labour Force
23.12 M (2019)

Female Labour Force
46.3% (2019)

Total Fertility Rate
1.3 (2018)

Informal Employment¶
26.8% (2018)

GDP per Capita
$29,613.70 (2019)

Minimum Wage
EUR 900 per month (2020)
$990.19 per month (2020)

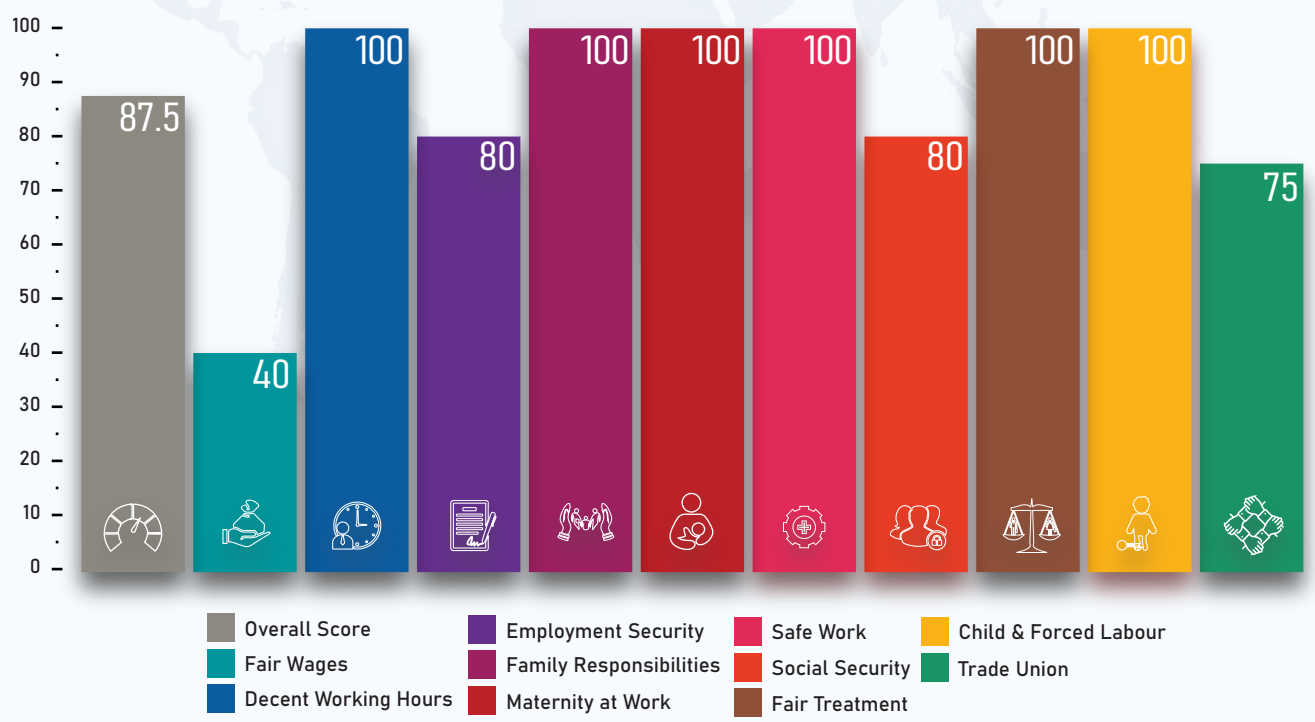
Living Wage (Standard family)
EUR 845 per month (2020)
$929.68 per month (2020)

Non-Standard Employment◊
A: 30.0% (2019)
B: 26.3% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Spain

SCORE **87.5**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**100**
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	**80**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**75**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

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(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Sri Lanka

SCORE
49.5
RATING
TOTAL LACK OF DECENT WORK

Quick Facts

Region
Southern Asia

Income Group
Upper Middle Income

Population
21.80 M (2019)

Labour Force
8.93 M (2019)

Female Labour Force
34.7% (2019)

Total Fertility Rate
2.2 (2018)

Informal Employment¶
62.2% (2018)

GDP per Capita
$3,853.10 (2019)

Minimum Wage
LKR 6,693 per month (2020)
$36.83 per month (2020)

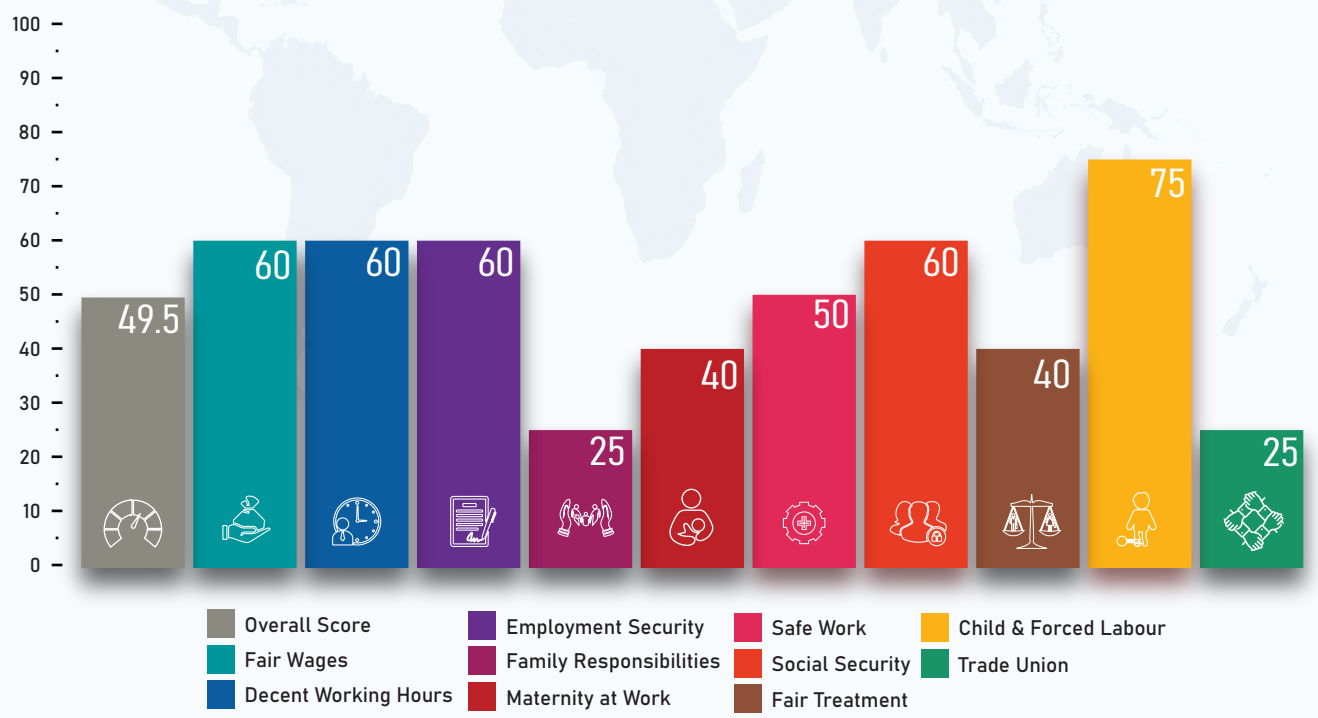
Living Wage (Standard family)
LKR 36,900 per month (2020)
$203.04 per month (2020)

Non-Standard Employment◊
A: 22.9% (2018)
B: 53.6% (2018)

Poverty Headcount§
4.1% (2016)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Sri Lanka

SCORE **49.5**

RATING **TOTAL LACK OF DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**60**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**50**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**40**
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	**75**
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	**25**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

SUDAN

SCORE
50
RATING
TOTAL LACK OF DECENT WORK

QUICK FACTS

Region
Eastern Africa

Income Group
Lower Middle Income

Population
42.81 M (2019)

Labour Force
12.41 M (2019)

Female Labour Force
30.4% (2019)

Total Fertility Rate
4.4 (2018)

Informal Employment¶
77.0% (2011)

GDP per Capita
$4,41.50 (2019)

Minimum Wage
SDG 3,000 per month (2020)
$66.45 per month (2020)

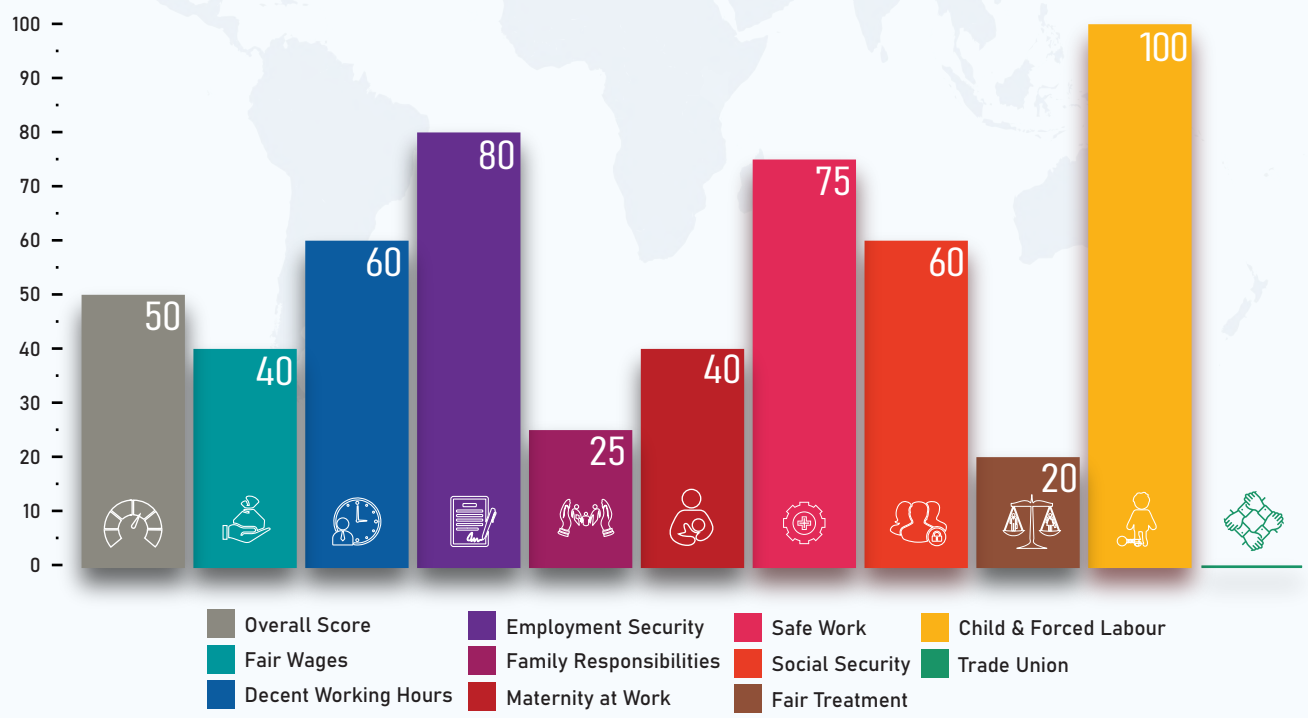
Living Wage (Standard family)
SDG 10,900 per month (2020)
$241.43 per month (2020)

Non-Standard Employment◊
A: N/A
B: 32.5 (2011)

Poverty Headcount§
46.5% (2009)

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

LEGISLATIVE PERFORMANCE



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

SUDAN

SCORE **50**

RATING **TOTAL LACK OF DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**60**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**20**
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	**100**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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[*] To know more about the Labour Rights Index, visit the link: wageindicator.org/labour-rights-index

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Sweden

SCORE **92**

RATING **DECENT WORK**

Quick Facts

Region
Scandinavia

Income Group
High Income

Population
10.28 M (2019)

Labour Force
5.47 M (2019)

Female Labour Force
47.7% (2019)

Total Fertility Rate
1.8 (2018)

Informal Employment¶
8.3% (2018)

GDP per Capita
$51,610.10 (2019)

Minimum Wage
Negotiated

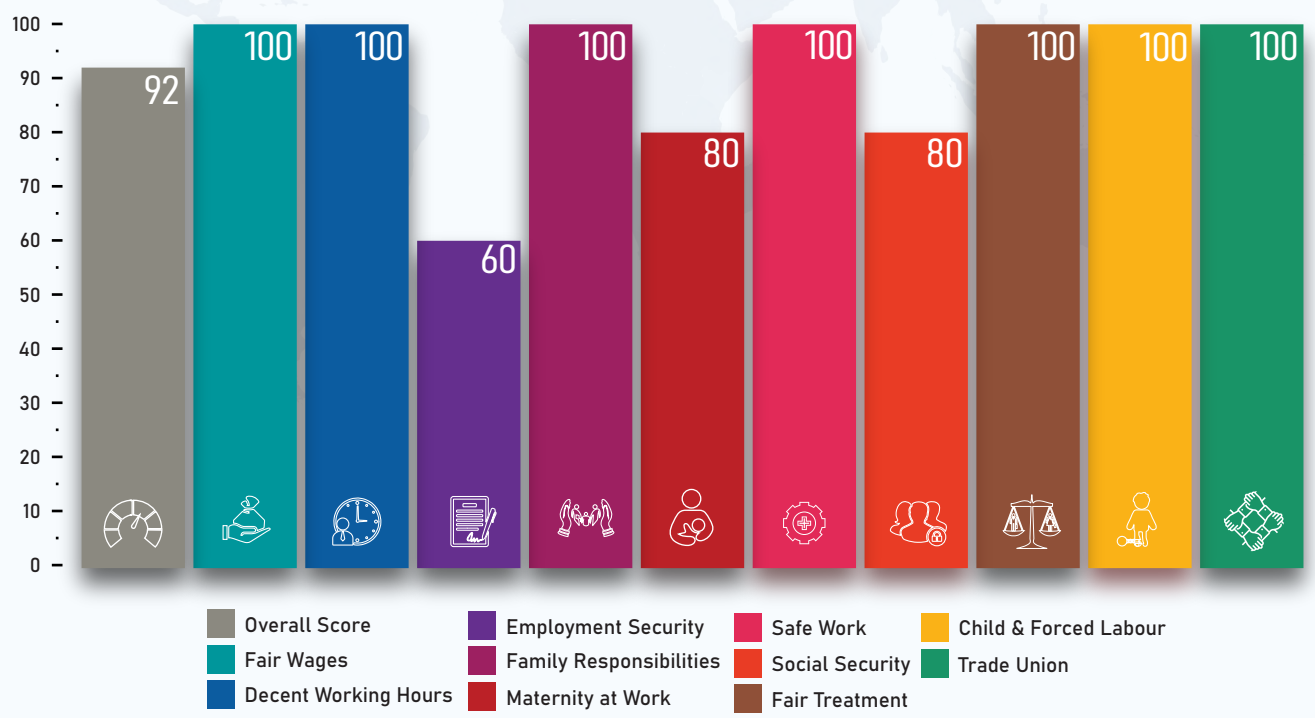
Living Wage (Standard family)
SEK 16,500 per month (2020)
$1,765.50 per month (2020)

Non-Standard Employment◊
A: 47.6% (2019)
B: 16.6% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Sweden

SCORE **92**

RATING **DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**100**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**100**
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	**60**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

United Republic of Tanzania

SCORE
74
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Eastern Africa

Income Group
Low Income

Population
58.00 M (2019)

Labour Force
27.17 M (2019)

Female Labour Force
48.2% (2019)

Total Fertility Rate
4.9 (2018)

Informal Employment¶
69.3% (2018)

GDP per Capita
$1,122.10 (2019)

Minimum Wage
TZS 83,083 per month (2020)
$35.72 per month (2020)

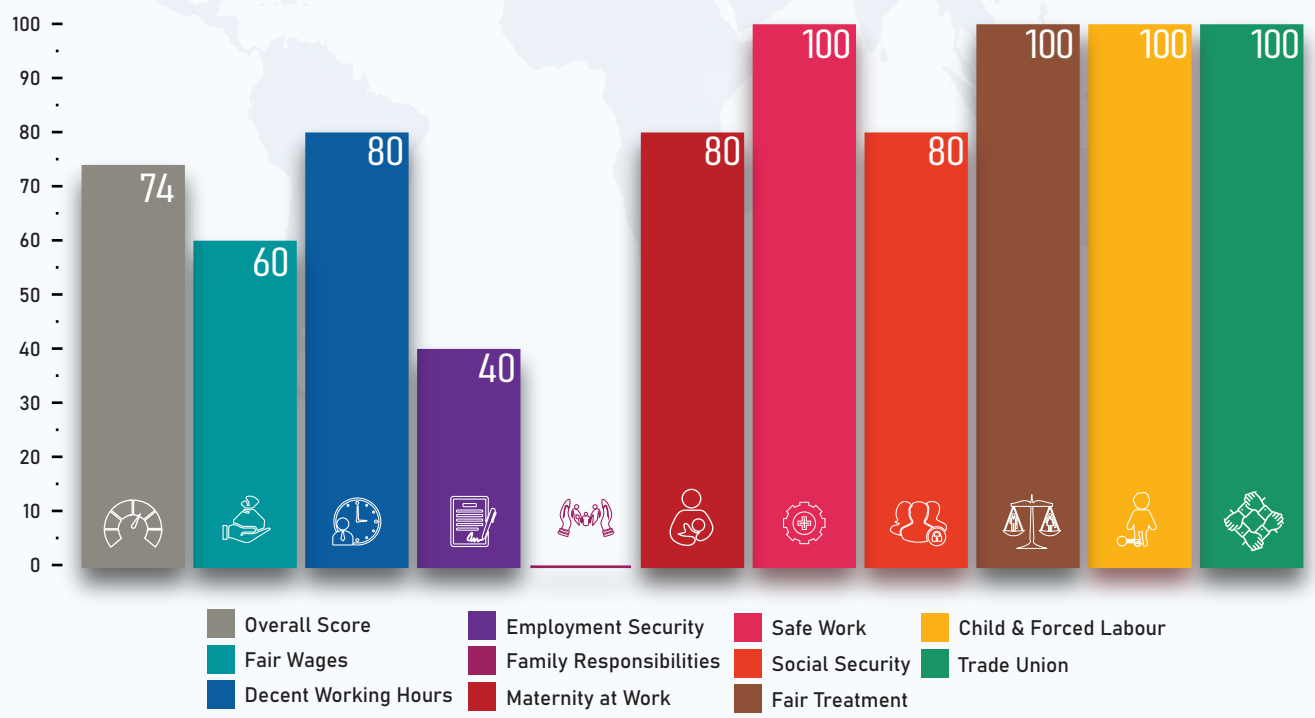
Living Wage (Standard family)
TZS 515,000 per month (2020)
$221.45 per month (2020)

Non-Standard Employment◊
A: 38.1% (2014)
B: 67.5% (2014)

Poverty Headcount§
26.4% (2018)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

United Republic of Tanzania

SCORE **74**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**40**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Thailand

SCORE
62
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
South Eastern Asia

Income Group
Upper Middle Income

Population
69.62 M (2019)

Labour Force
38.98 M (2019)

Female Labour Force
45.6% (2019)

Total Fertility Rate
1.5 (2018)

Informal Employment¶
51.0% (2018)

GDP per Capita
$7,808.20 (2019)

Minimum Wage
N/A

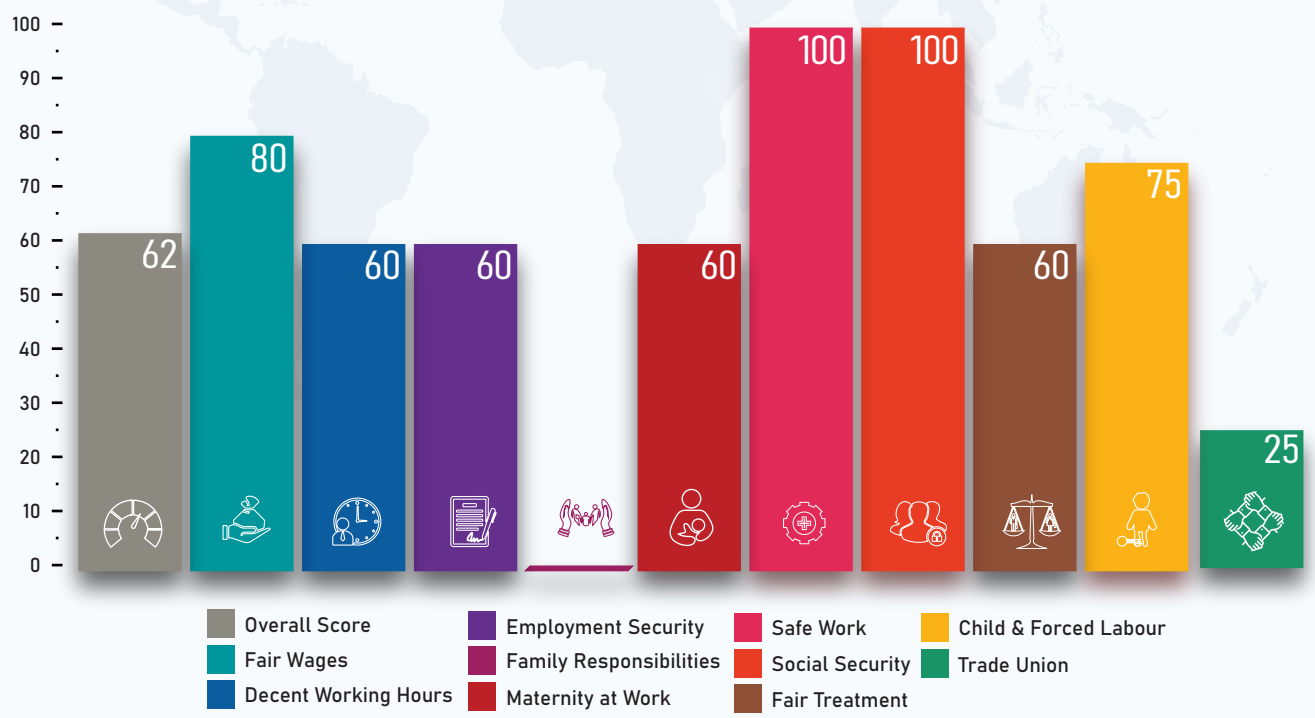
Living Wage (Standard family)
THB 12,600 per month (2020)
$419.32 per month (2020)

Non-Standard Employment◊
A: 17.2% (2019)
B: N/A

Poverty Headcount§
9.9% (2018)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Thailand

SCORE **62**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**60**
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	**60**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**25**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Togo

SCORE
67.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
West Africa

Income Group
Low Income

Population
8.08 M (2019)

Labour Force
3.70 M (2019)

Female Labour Force
49.7% (2019)

Total Fertility Rate
4.3 (2018)

Informal Employment¶
90.0% (2018)

GDP per Capita
$675.50 (2019)

Minimum Wage
XOF 35,000 per month (2020)
$58.68 per month (2020)

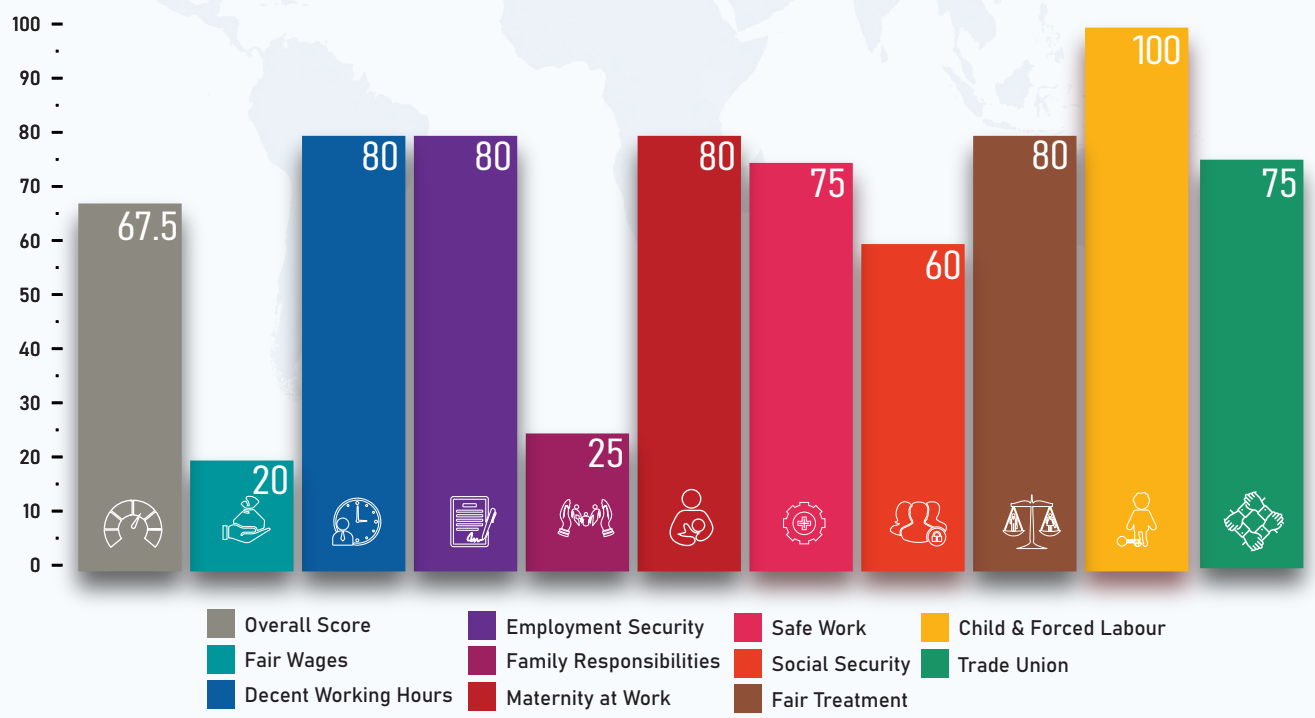
Living Wage (Standard family)
N/A

Non-Standard Employment◊
A: N/A
B: 54.5% (2017)

Poverty Headcount§
55.1% (2015)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Togo

SCORE **67.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**20**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**80**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**75**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[˙] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Tunisia

SCORE
65.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Northern Africa

Income Group
Lower Middle Income

Population
11.69 M (2019)

Labour Force
4.08 M (2019)

Female Labour Force
26.3% (2019)

Total Fertility Rate
2.2 (2018)

Informal Employment¶
53.5% (2018)

GDP per Capita
$3,317.50 (2019)

Minimum Wage
TND 395 per month (2020)
$139.97 per month (2020)

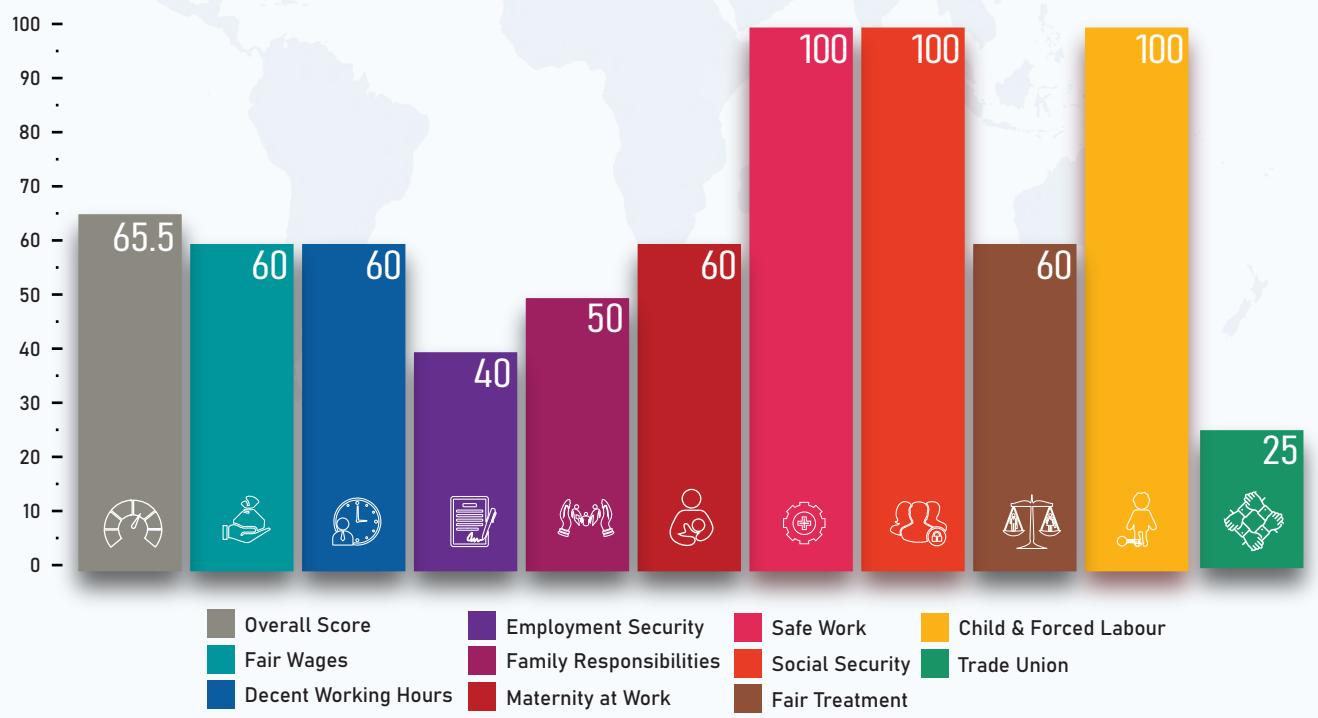
Living Wage (Standard family)
TND 250 per month (2020)
$88.59 per month (2020)

Non-Standard Employment◊
A: 11.8% (2010)
B: 17.2% (2010)

Poverty Headcount§
15.2% (2015)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Tunisia

SCORE **65.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**60**
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	**40**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**60**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Turkey

SCORE
80
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Middle East

Income Group
Upper Middle Income

Population
83.42 M (2019)

Labour Force
33.36 M (2019)

Female Labour Force
33.0% (2019)

Total Fertility Rate
2.1 (2018)

Informal Employment¶
21.9% (2018)

GDP per Capita
$9,042.50 (2019)

Minimum Wage
TRY 2,325 per month (2020)
$388.29 per month (2020)

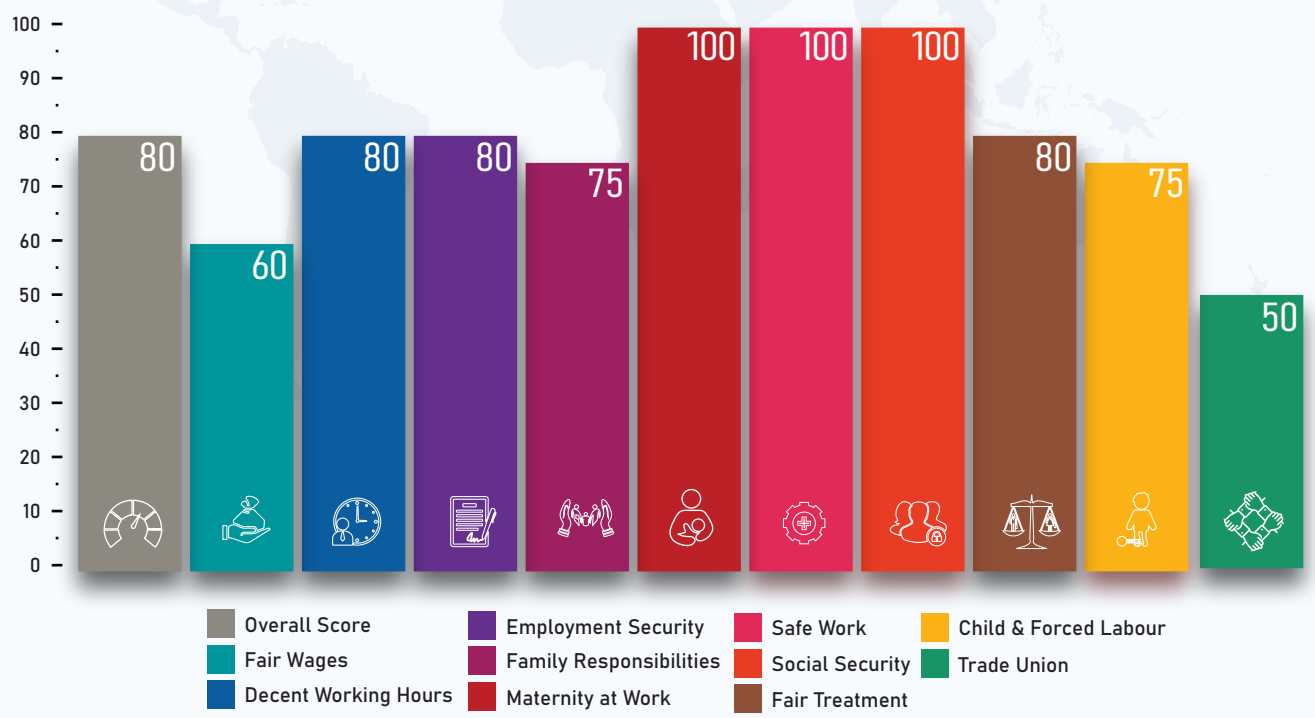
Living Wage (Standard family)
TRY 1,850 per month (2020)
$308.96 per month (2020)

Non-Standard Employment◊
A: 23.1% (2019)
B: 11.6% (2019)

Poverty Headcount§
13.9% (2017)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Turkey

SCORE **80**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**80**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**75**
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	**50**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

United Arab Emirates

SCORE
42.5
RATING
TOTAL LACK OF DECENT WORK

Quick Facts

Region
Middle East

Income Group
High Income

Population
9.77 M (2019)

Labour Force
6.84 M (2019)

Female Labour Force
17.6% (2019)

Total Fertility Rate
1.4 (2018)

Informal Employment¶
N/A

GDP per Capita
$43,103.30 (2019)

Minimum Wage
AED 400 per month (2020)
$108.91 per month (2020)

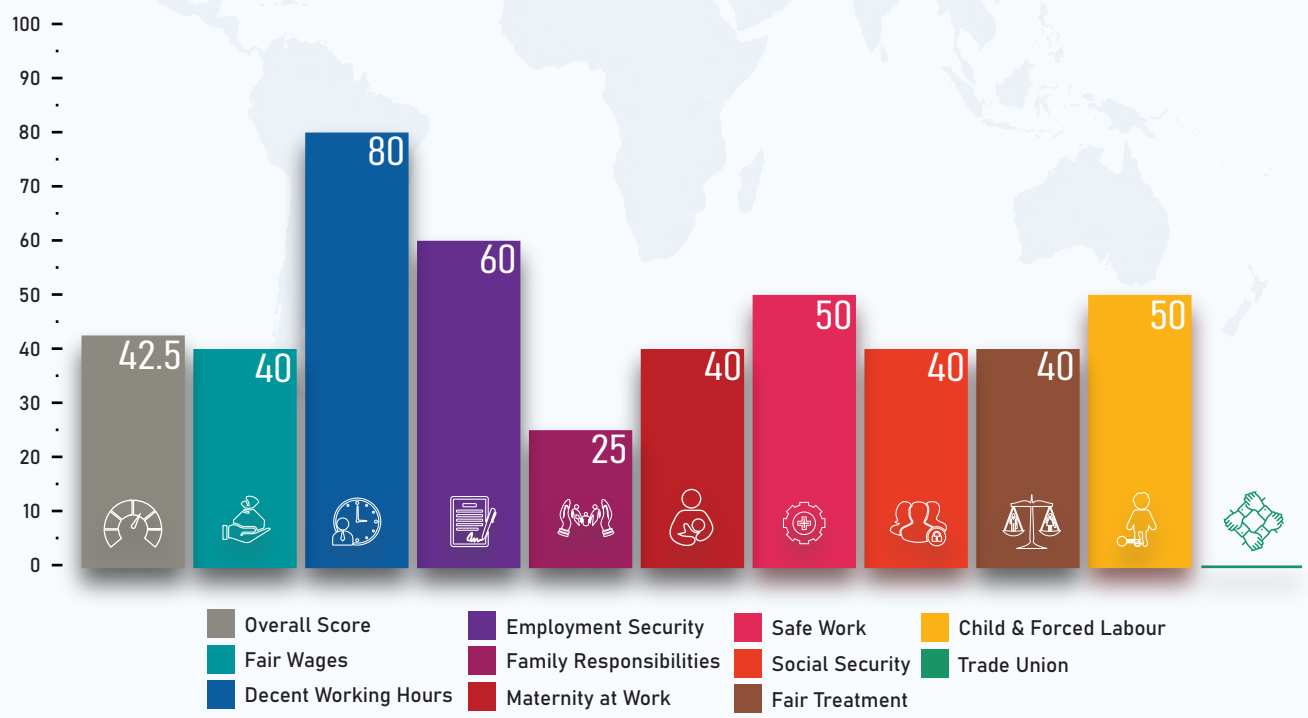
Living Wage (Standard family)
AED 3,780 per month (2020)
$1,029.25 per month (2020)

Non-Standard Employment◊
A: 2.6% (2019)
B: 1.4% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

United Arab Emirates

SCORE **42.5**

RATING **TOTAL LACK OF DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**80**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**50**
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	**40**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✗
8. Fair Treatment	**40**
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	**50**
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	**0**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Uganda

SCORE
68
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
Eastern Africa

Income Group
Low Income

Population
44.26 M (2019)

Labour Force
16.65 M (2019)

Female Labour Force
49.3% (2019)

Total Fertility Rate
5.0 (2018)

Informal Employment¶
83.4% (2018)

GDP per Capita
$776.80 (2019)

Minimum Wage
UGX 130,000 per month (2020)
$35.10 per month (2020)

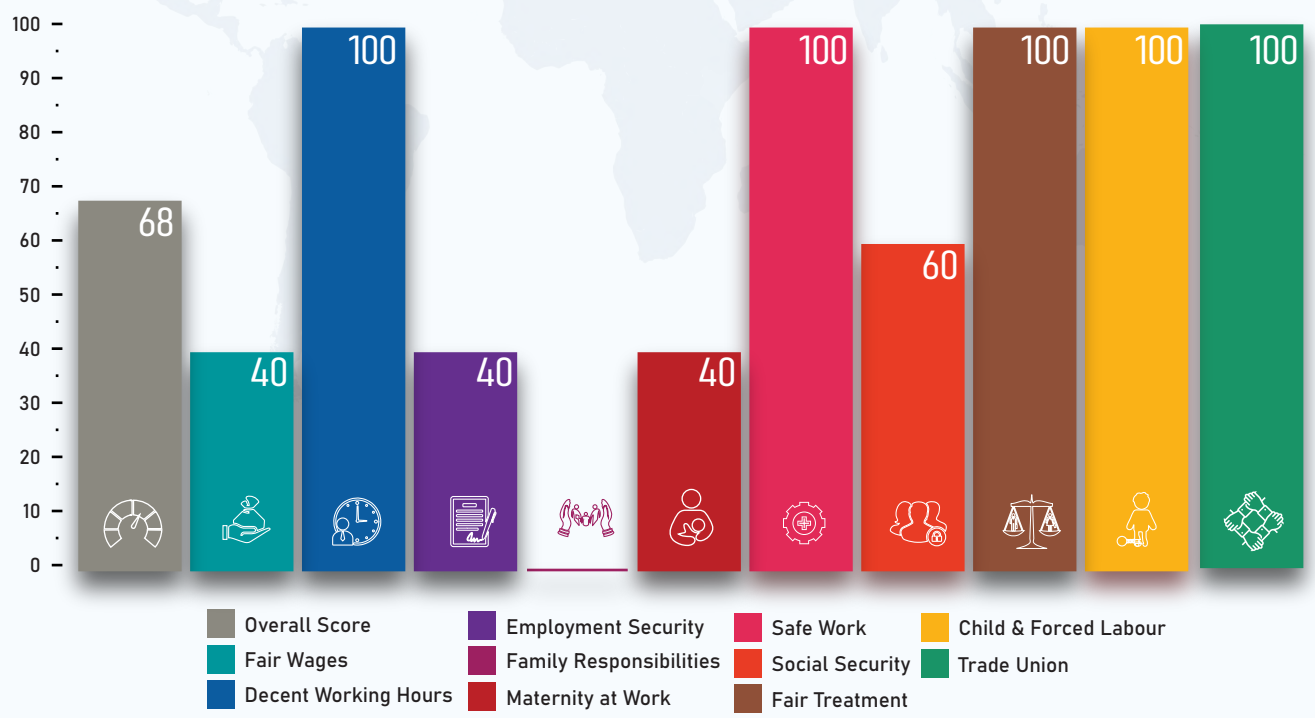
Living Wage (Standard family)
UGX 939,200 per month (2020)
$254.63 per month (2020)

Non-Standard Employment◊
A: 38.4% (2017)
B: 26.6% (2017)

Poverty Headcount§
21.4% (2016)

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Uganda

SCORE **68**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**40**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**100**
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	**40**
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	**0**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**100**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✓
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[·] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

United Kingdom

SCORE
81
RATING
APPROACHING DECENT WORK

Quick Facts

Region
Western Europe

Income Group
High Income

Population
66.83 M (2019)

Labour Force
34.53 M (2019)

Female Labour Force
46.8% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
13.4% (2018)

GDP per Capita
$42,300.30 (2019)

Minimum Wage
GBP 1,445 per month (2020)
$1,874.74 per month (2020)

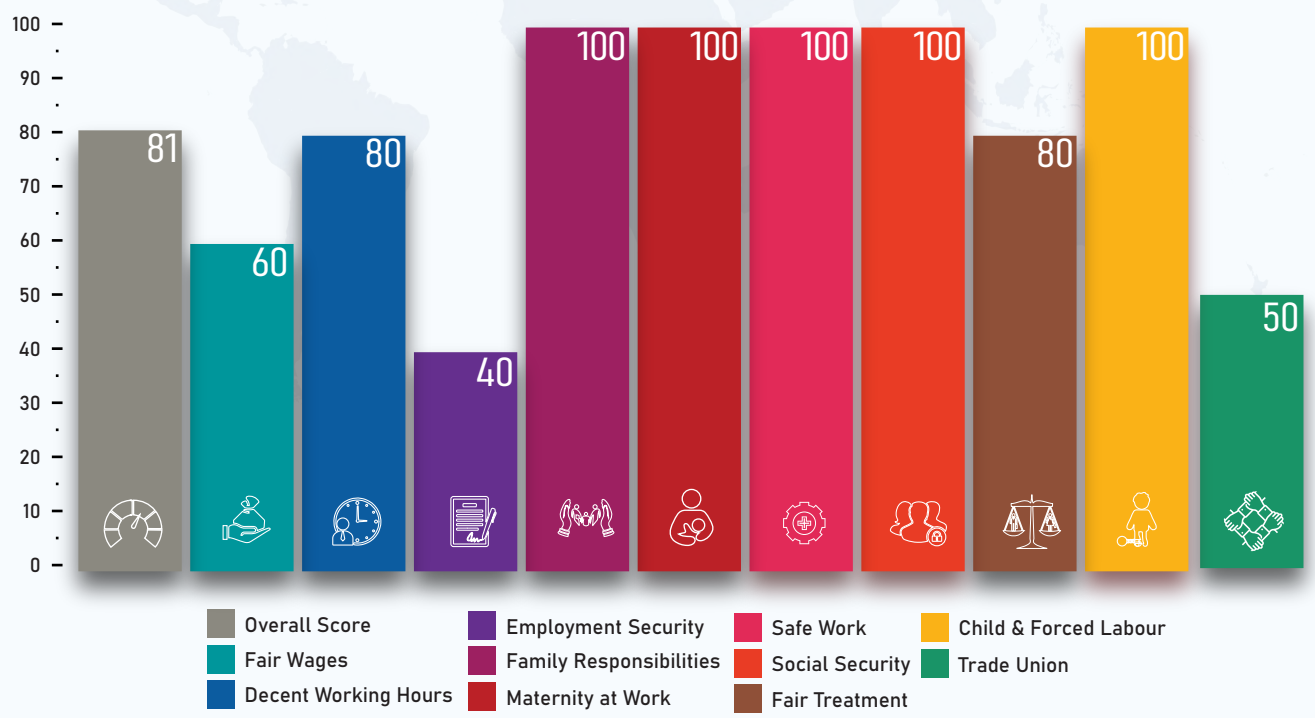
Living Wage (Standard family)
GBP 900 per month (2020)
$1,167.66 per month (2020)

Non-Standard Employment◊
A: 41.1% (2019)
B: 5.2% (2019)

Poverty Headcount§
N/A

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

United Kingdom

SCORE **81**

RATING **APPROACHING DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✗
Weekly rest work compensation (time-off)	✓
Night work premium	✗
2. Decent Working Hours	**80**
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	**40**
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	**100**
Parental leave	✓
Paternity leave (≥1 week)	✓
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**50**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Ukraine

SCORE
78
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Baltic States

Income Group
Lower Middle Income

Population
44.38 M (2019)

Labour Force
20.20 M (2019)

Female Labour Force
47.2% (2019)

Total Fertility Rate
1.3 (2018)

Informal Employment¶
4.0% (2004)

GDP per Capita
$3,659.00 (2019)

Minimum Wage
UAH 4,723 per month
$191.02 per month (2020)

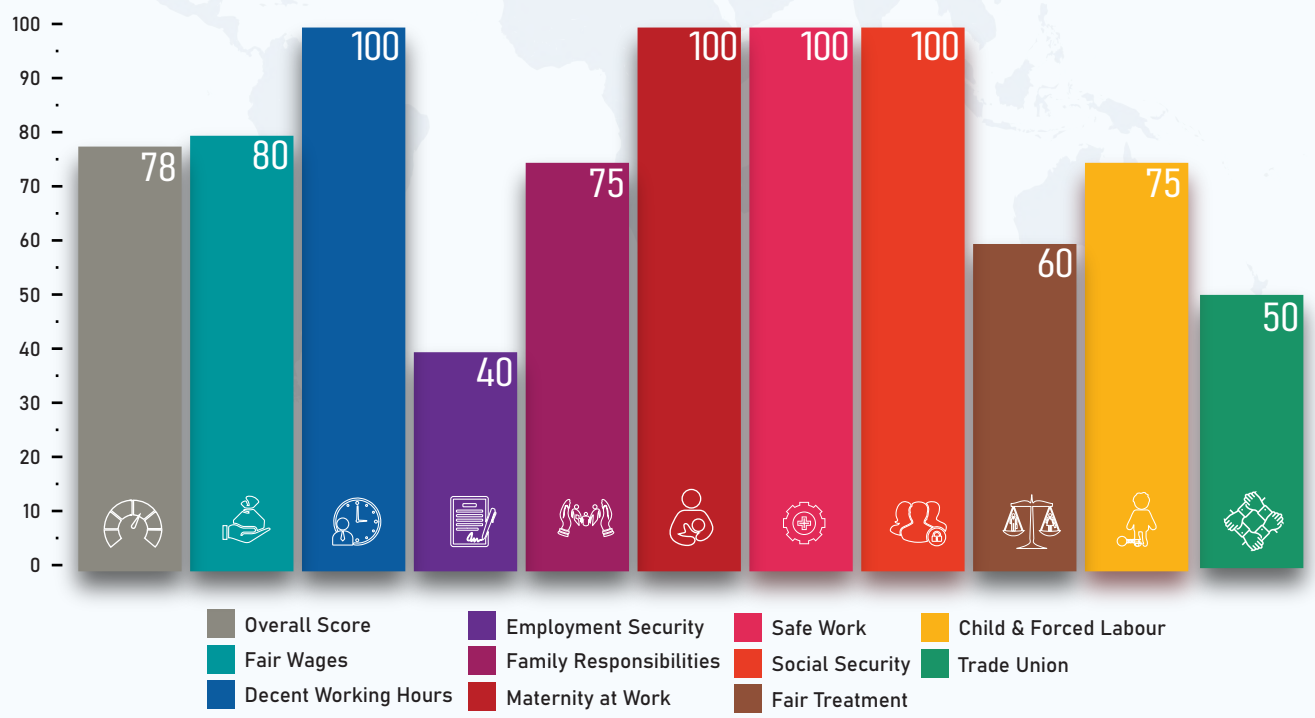
Living Wage (Standard family)
UAH 8,340 per month
$337.03 per month (2020)

Non-Standard Employment◊
A: 15.3% (2017)
B: N/A

Poverty Headcount§
1.3% (2018)

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Ukraine

SCORE **78**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**40**
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	**75**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✓
Nursing breaks	✓
5. Maternity at Work	**100**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**100**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✓
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**50**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

United States of America

SCORE
59.5
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
Northern America

Income Group
High Income

Population
328.23 M (2019)

Labour Force
165.89 M (2019)

Female Labour Force
46.0% (2019)

Total Fertility Rate
1.7 (2018)

Informal Employment¶
18.3% (2018)

GDP per Capita
$65,280.70 (2019)

Minimum Wage
USD 1,257 per month (2020)
$1,257.00 per month (2020)

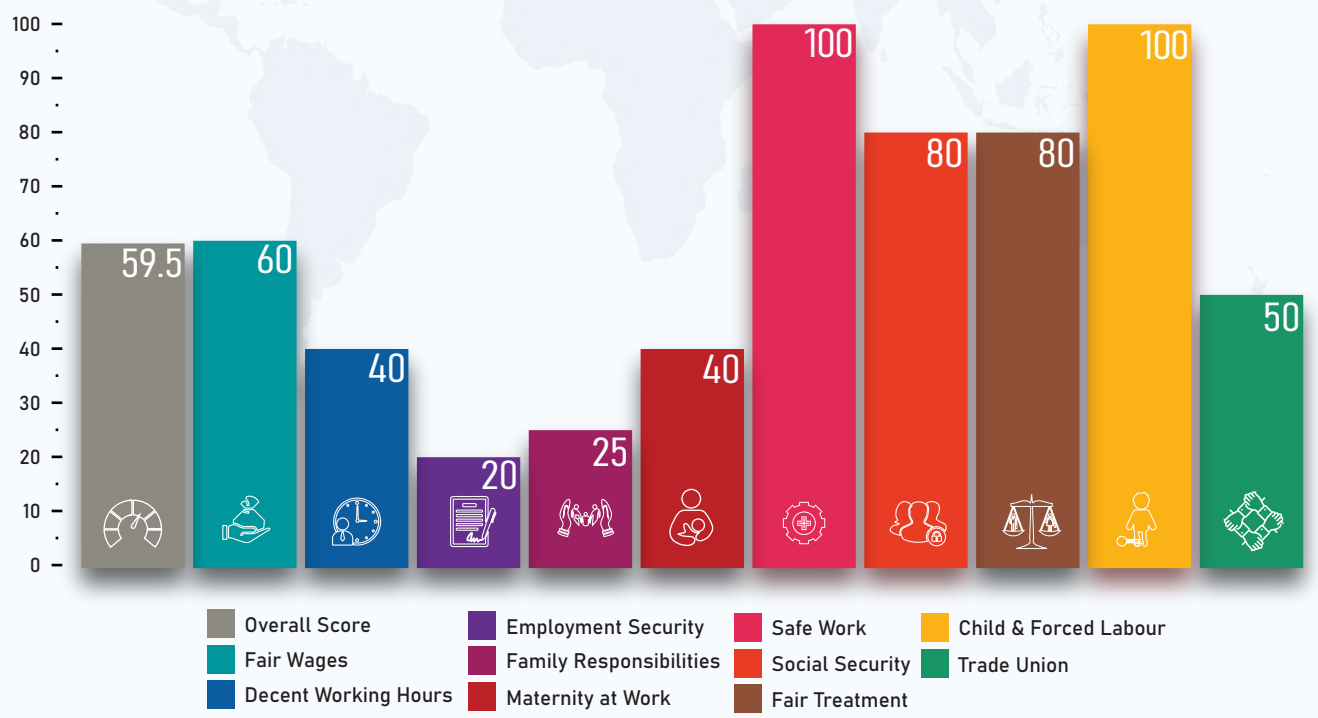
Living Wage (Standard family)
USD 1,370 per month (2020)
$1,370.00 per month (2020)

Non-Standard Employment◊
A: 3.4% (2019)
B: 4.2% (2005)

Poverty Headcount§
N/A

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

Legislative Performance



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The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

United States of America

SCORE **59.5**

RATING

BASIC ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**60**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✗
2. Decent Working Hours	**40**
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	**20**
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	**25**
Parental leave	✓
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✗
5. Maternity at Work	**40**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**80**
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	**100**
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	**50**
Right to unionise	✓
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Vietnam

SCORE
66.5
RATING
LIMITED ACCESS TO DECENT WORK

Quick Facts

Region
South Eastern Asia

Income Group
Lower Middle Income

Population
96.46 M (2019)

Labour Force
57.36 M (2019)

Female Labour Force
47.8% (2019)

Total Fertility Rate
2.0 (2018)

Informal Employment¶
57.9% (2018)

GDP per Capita
$2,715.30 (2019)

Minimum Wage
VND 30,70,000 per month (2020)
$132.01 per month (2020)

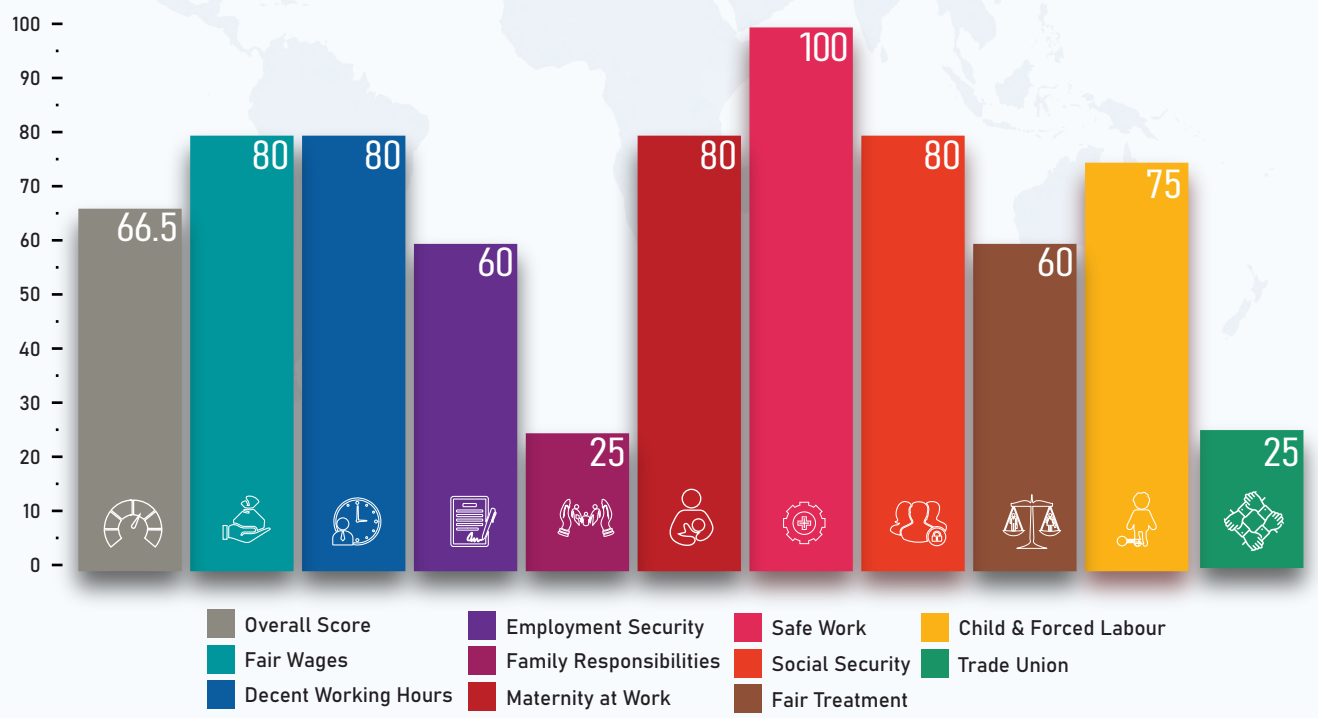
Living Wage (Standard family)
VND 70,47,000 per month (2020)
$303.02 per month (2020)

Non-Standard Employment◊
A: 20.0% (2019)
B: 69.1% (2019)

Poverty Headcount§
6.7% (2018)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Vietnam

SCORE **66.5**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**80**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✓
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**75**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Yemen

SCORE
54.5
RATING
BASIC ACCESS TO DECENT WORK

Quick Facts

Region
Middle East

Income Group
Low Income

Population
29.16 M (2019)

Labour Force
6.73 M (2019)

Female Labour Force
7.7% (2019)

Total Fertility Rate
3.8 (2018)

Informal Employment¶
69.0% (2018)

GDP per Capita
$968.20 (2019)

Minimum Wage
YER 88,700 per month (2020)
$354.27 per month (2020)

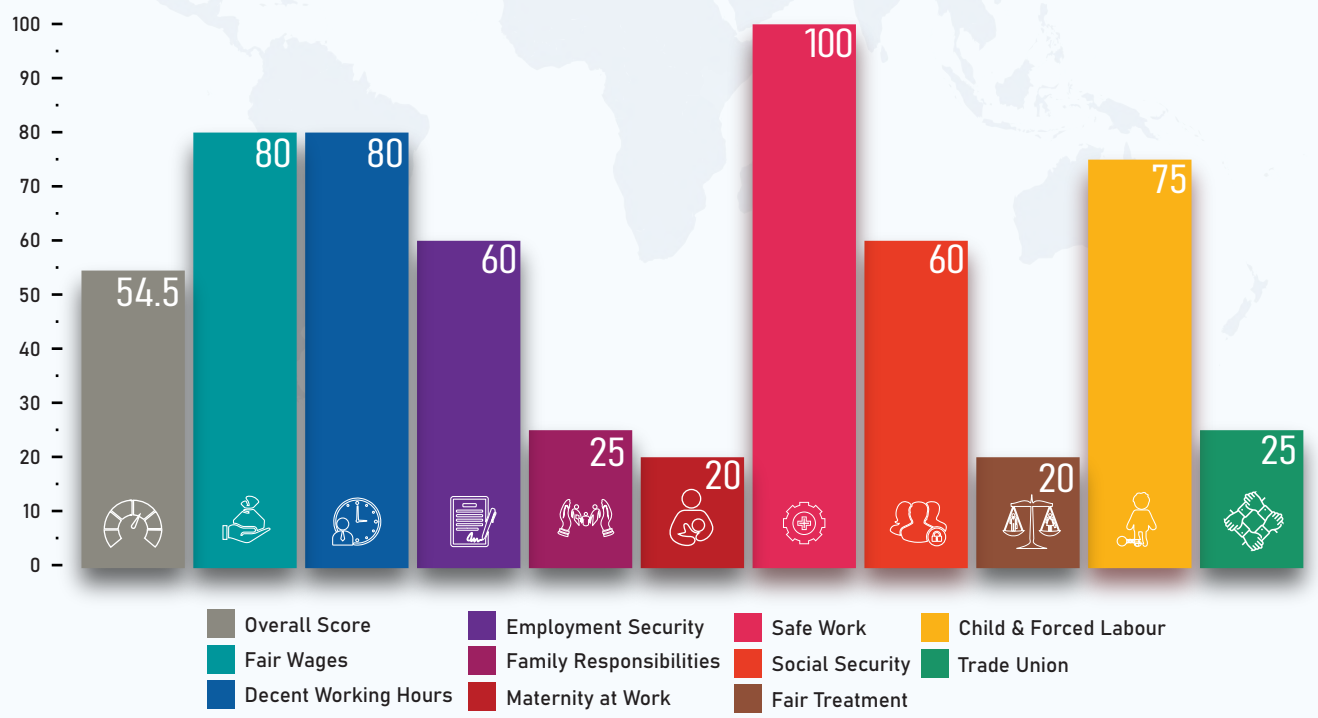
Living Wage (Standard family)
YER 39,833 per month (2020)
$159.09 per month (2020)

Non-Standard Employment◊
A: 1.1% (2010)
B: 35.2% (2014)

Poverty Headcount§
48.6% (2014)

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

Legislative Performance



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◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020



Yemen

SCORE
54.5
RATING
BASIC ACCESS TO DECENT WORK

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✗
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✓
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**20**
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)	✗

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**20**
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	**75**
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	**25**
Right to unionise	✗
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✓

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

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The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Zambia

SCORE
71
RATING
REASONABLE ACCESS TO DECENT WORK

Quick Facts

Region
Southern Africa

Income Group
Lower Middle Income

Population
17.86 M (2019)

Labour Force
7.40 M (2019)

Female Labour Force
48.3% (2019)

Total Fertility Rate
4.6 (2018)

Informal Employment¶
71.5% (2018)

GDP per Capita
$1,291.30 (2019)

Minimum Wage
ZMW 2,140 per month (2020)
$117.84 per month (2020)

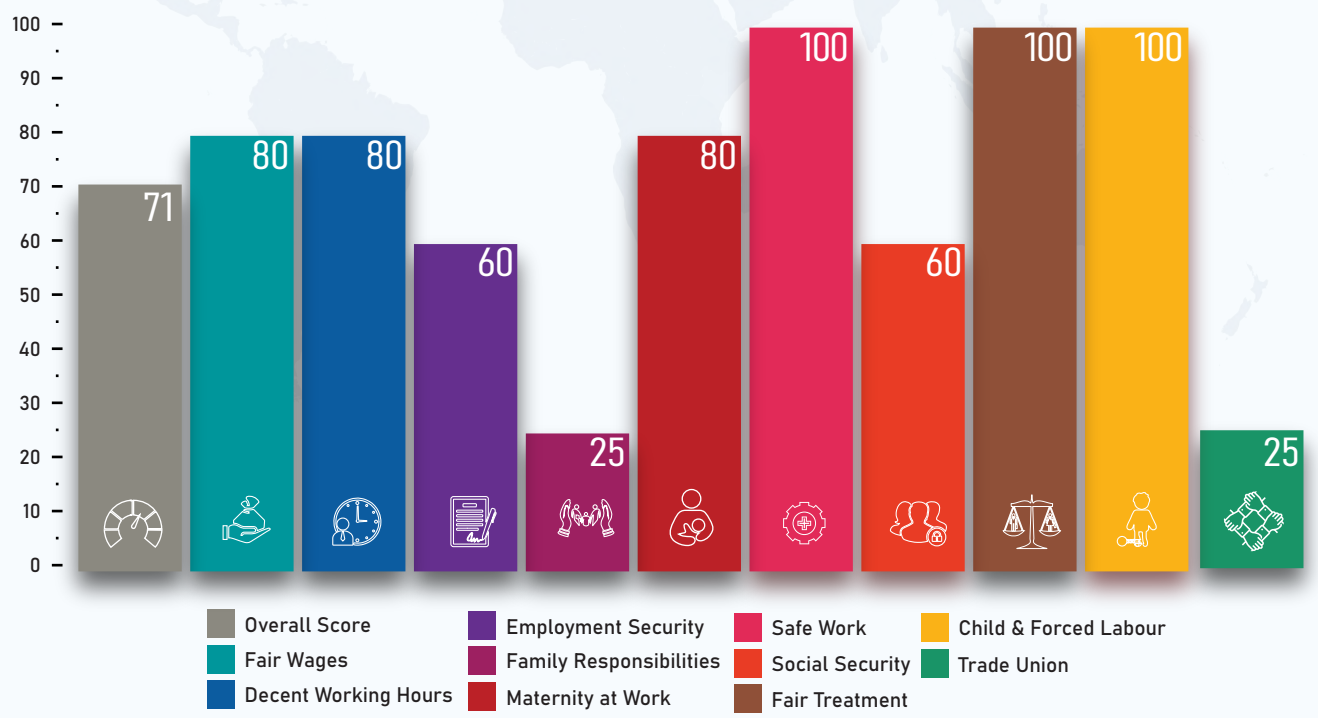
Living Wage (Standard family)
ZMW 1,432 per month (2020)
$78.85 per month (2020)

Non-Standard Employment◊
A: 30.1% (2018)
B: 52.7% (2018)

Poverty Headcount§
54.4% (2015)

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

Legislative Performance



* The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions).
The index also aims at creating a repository for further research on the wage-related nexus between all SDGs and is based on national labour legislation, applicable on 01 January 2020. It does not take into account COVID-19 related labour market measures. The score ranges between 0-100.

◊ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Zambia

SCORE **71**

RATING **REASONABLE ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**80**
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	**60**
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	**25**
Parental leave	✗
Paternity leave (≥1 week)	✗
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**100**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**100**
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	**100**
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	**25**
Right to unionise	✗
Right to collective bargaining	✓
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

[+] The indicators denote the issues/areas addressed by the labour law.

[^] A "✓" response indicates that national labour law regulates the issue and has necessary provisions on it. A "✗" response indicates otherwise. The composite score for each topic is out of 100. The overall score is average score for a country.

[*] To know more about the Labour Rights Index, visit the link: https://labourrightsindex.org

The rating is based on the score of 0-100, with the following coding:

(90.5-100)	Decent Work
(80.5-90)	Approaching Decent Work
(70.5-80)	Reasonable Access to Decent Work
(60.5-70)	Limited Access to Decent Work
(50.5-60)	Basic Access to Decent Work
(0-50)	Total Lack of Decent Work

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Zimbabwe

SCORE **67**

RATING **LIMITED ACCESS TO DECENT WORK**

Quick Facts

Region
Southern Africa

Income Group
Lower Middle Income

Population
14.64 M (2019)

Labour Force
7.03 M (2019)

Female Labour Force
50.9% (2019)

Total Fertility Rate
3.6 (2018)

Informal Employment¶
66.0% (2014)

GDP per Capita
$1,464.00 (2019)

Minimum Wage
Negotiated

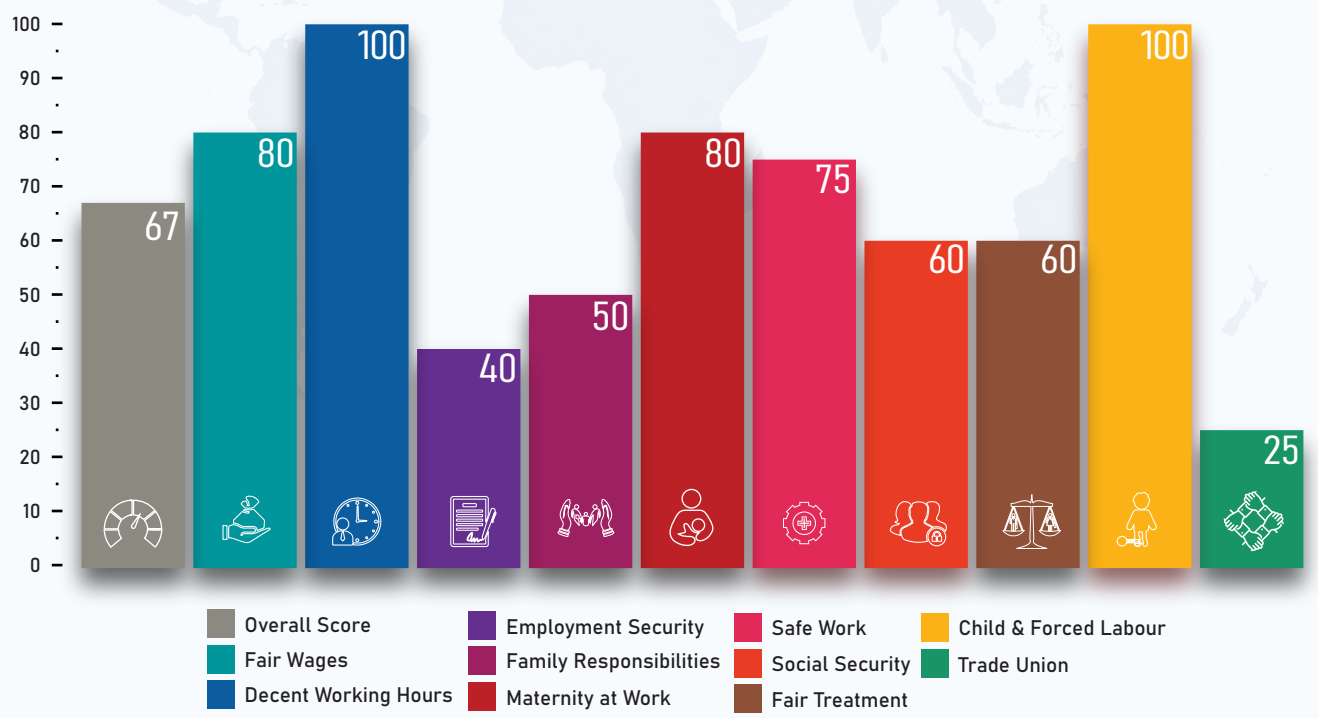
Living Wage (Standard family)
USD 873 per month (2020)
$873.00 per month (2020)

Non-Standard Employment◊
A: 61.2 % (2014)
B: 36.2% (2014)

Poverty Headcount§
70.0% (2017)

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

Legislative Performance



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§ 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

WageIndicator.org

Centre for Labour Research

Labour Rights Index 2020

Zimbabwe

SCORE **67**

RATING **LIMITED ACCESS TO DECENT WORK**

Indicator[+]	Score[^]
1. Fair Wages	**80**
Minimum wage (statutory or negotiated)	✓
Regular wage	✓
Overtime premium (≥125%)	✓
Weekly rest work compensation (time-off)	✗
Night work premium	✓
2. Decent Working Hours	**100**
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	**40**
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	**50**
Parental leave	✗
Paternity leave (≥1 week)	✓
Flexible working arrangements	✗
Nursing breaks	✓
5. Maternity at Work	**80**
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)	✓

Indicator	Score
6. Safe Work	**75**
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	**60**
Old age pension	✓
Survivors' pension	✓
Unemployment benefits	✗
Sickness benefits (≥ 6 months)	✗
Invalidity benefits	✓
8. Fair Treatment	**60**
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	**100**
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	**25**
Right to unionise	✓
Right to collective bargaining	✗
Right to strike	✗
Prohibition on replacing striking workers	✗

[‡] The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

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(0-50)	Total Lack of Decent Work