

The logo for the Labour Rights Index 2024 Insights. It features the words "LABOUR RIGHTS INDEX" in a bold, orange, sans-serif font, stacked vertically. To the right of this text is a large, orange, stylized "2024". A thin horizontal line separates the top section from the bottom section, which contains the word "INSIGHTS" in a bold, blue, sans-serif font.

Labour Rights Index 2024-Insights are authored by Iftikhar Ahmad, the team lead on the Labour Rights Index. Iftikhar Ahmad is the Global Lead - Labour Law at the WageIndicator Foundation. He is also the founder of the Centre for Labour Research. Parts of this document are based on the Op-ed by Iftikhar for the News International, which is available here: <https://www.thenews.com.pk/tns/detail/1239489-measuring-decent-work>. The full report of the Labour Rights Index 2024 is available on: <https://labourrightsindex.org/>

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Centre for Labour Research, a non-profit organisation registered in Pakistan under section 42 of the Companies Act 2017, works on comparative labour issues. Besides its advisory work with the federal and provincial governments in Pakistan, the Centre is the WageIndicator Global Labour Law Office. The Centre creates the Decent Work Checks and maintains the WageIndicator Labour Law Database and WageIndicator Minimum Wages Database.

### **Bibliographical Information**

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**Credits:** The document is designed by Seemab Haider, Centre for Labour Research with major input from Iftikhar Ahmad.

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## SECTION 1

# LABOUR RIGHTS INDEX | 2024

## INTRODUCTION

## INTRODUCTION

The 2024 Labour Rights Index, launched on the World Day for Decent Work (7 October), presents a promising outlook. It is a testament to the progress being made in labour legislation worldwide, with more and more countries aligning their laws with international standards, a clear march to the top instead of a widely claimed race to the bottom.

The Labour Rights Index, a collaboration between the WageIndicator Foundation (Netherlands) and the Centre for Labour Research (Pakistan), stands out as a comprehensive overview of workers' rights in law. It rates 145 countries against ten indicators (46 sub-indicators), all derived from UN Conventions and ILO instruments and rooted in the ILO's Decent Work Agenda.

Released biennially, the Index is a unique and comprehensive resource, considering its scale and scope. The third edition of the Labour Rights Index, building on the previous editions released in 2020 (115 countries) and 2022 (135 countries), provides objective legal data on labour laws in 145 countries. It is a valuable tool based on the principles set down in international labour standards.

## WHY ANALYSE LABOUR LEGISLATION?

The index measures countries against not some gold-plated or utopian standards; these represent the basic minimum conditions of work that every worker should get, and that the world has already agreed upon by adopting these ILO instruments and UN Conventions/Covenants. These are the basic labour protections or universal labour guarantees every worker should have access to, irrespective of contract or employment status.

Labour law comparisons are generally rare or restricted only to employment protection legislation, working conditions legislation, equality laws, or trade union rights legislation. In this background, the Labour Rights Index is the first comprehensive de-jure Index which follows an employment life cycle approach. It evaluates countries using ten indicators: fair wages, decent working hours, employment security, family responsibilities, maternity protection, safe work, social security, equal treatment, child and forced labour, and freedom of association. Based on their scores (ranging between 0 to 100), countries are graded on a six-point scale ranging from a “Total Lack of Access to Decent Work” to “Access to Decent Work”. The Index measures the presence or absence of relevant legislation and does not comment on the implementation of legislation or its compliance at workplaces.

## CONCEPTUAL FRAMEWORK LABOUR RIGHTS INDEX 2024

The conceptual framework of the Labour Rights Index is comprised of ten indicators further disaggregated into 46 sub-indicators. These are based on the Decent Work Agenda. These indicators and sub-indicators are presented as follows



### INDICATOR ONE

#### Fair Wages

- 1.1 The country has a statutory or collectively negotiated minimum wage
- 1.2 Wage payments are made in a regular and timely manner
- 1.3 Overtime premium is at least 125% of the regular wage
- 1.4 Additional compensation is provided for working on a weekly rest day
- 1.5 Additional compensation is provided for night work



### INDICATOR TWO

#### Decent Working Hours

- 2.1 General working hours are 48 hours or lower per week
- 2.2 Maximum working hours, including overtime, are restricted to 56 hours per week
- 2.3 Weekly rest of at least 24 hours is provided
- 2.4 Public holidays are paid
- 2.5 Three working weeks of paid annual leave are guaranteed



### INDICATOR THREE

#### Employment Security

- 3.1 Written employment contracts or particulars are provided at the start of employment
- 3.2 The hiring of fixed-term contract workers is restricted
- 3.3 The length of the probation period, including renewals, is set to three months
- 3.4 A 30-day notice period is required before contract termination
- 3.5 Severance pay (two weeks' wages per year of service) is provided proportional to service duration



### INDICATOR FOUR

#### Family Responsibilities

- 4.1 A four-month parental leave exists
- 4.2 One-week paid paternity leave is present
- 4.3 Flexible work arrangement exists for workers with family responsibilities
- 4.4 Paid nursing breaks are provided



### INDICATOR FIVE

#### Maternity at Work

- 5.1 Inquiring about pregnancy during recruitment is prohibited
- 5.2 Paid maternity leave of at least 14 weeks exists
- 5.3 Cash maternity benefits equivalent to two-thirds of the employee's former wage are required
- 5.4 Maternity benefits are paid through contributory social insurance or universal benefits system
- 5.5 Workers are protected from dismissals during pregnancy



### INDICATOR SIX

#### Safe Work

- 6.1 Employers are required to provide free personal protective equipment to workers where necessary
- 6.2 The law requires employers to train workers on health and safety issues
- 6.3 The law restricts work that is prejudicial to the health of the mother or the child
- 6.4 The law provides employment injury and disease benefits



**INDICATOR SEVEN**

**Social Security**

- 7.1 The law provides for old-age benefits
- 7.2 The law provides for survivors' benefits
- 7.3 The law provides for unemployment benefits
- 7.4 The law requires paid sick leave for the first six months of sickness (sickness benefits)
- 7.5 The law provides for invalidity benefits



**INDICATOR EIGHT**

**Fair Treatment**

- 8.1 Discrimination in employment matters is prohibited
- 8.2 Equal remuneration for men and women workers for work of equal value is guaranteed
- 8.3 Sexual harassment in employment is prohibited
- 8.4 There are no legal restrictions on women restricting them from engaging in the same jobs as men
- 8.5 Basic labour protection (access to basic social protection) is guaranteed for platform workers



**INDICATOR NINE**

**Child and Forced Labour**

- 9.1 Employment of children is prohibited
- 9.2 Employment entry age is equal to or higher than the compulsory schooling age
- 9.3 Employment of children in hazardous work under the age of 18 years is prohibited
- 9.4 Forced labour is prohibited



**INDICATOR TEN**

**Freedom of Association**

- 10.1 Workers are allowed to form and join unions of their own choice
- 10.2 Workers can bargain collectively with employers through their representative unions
- 10.3 The right to strike is provided
- 10.4 Legislation prohibits excessive sanctions against striking workers, including their replacement

# INTERNATIONAL INSTRUMENTS USED IN SCORING METHODOLOGY

6

5

38

11

1

## • UN Conventions and Covenants (6)

- Universal Declaration of Human Rights, 1948
- International Covenant on Economic, Social and Cultural Rights (ICESCR)
- International Covenant on Civil and Political Rights (ICCPR)
- International Convention on the Elimination of All Forms of Racial Discrimination (CERD)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Convention on the Rights of the Child (CRC)
- Convention on the Rights of Persons with Disabilities (CPRD)

## • ILO Declarations (5)

- Philadelphia Declaration of 1944
- ILO Declaration on Fundamental Principles and Rights at Work 1998
- ILO Declaration on Social Justice for a Fair Globalization, 2008 (updated in 2022)
- ILO Centenary Declaration for the Future of Work, 2019
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)

## • ILO Conventions & Protocol (38)

- Hours of Work (Industry) Convention, 1919 (No. 1)
- Right of Association (Agriculture) Convention, 1921 (No. 11)
- Weekly Rest (Industry) Convention, 1921 (No. 14)
- Forced Labour Convention, 1930 (No. 29)
- Protocol of 2014 to the Forced Labour Convention, 1930
- Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
- Forty-Hour Week Convention, 1935 (No. 47)
- Labour Inspection Convention, 1947 (No. 81)
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Protection of Wages Convention, 1949 (No. 95)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Social Security (Minimum Standards) Convention, 1952 (No. 102)
- Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)

- Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)
- Employment Policy Convention, 1964 (No. 122)
- Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)
- Medical Care and Sickness Benefits Convention, 1969 (No. 130)
- Minimum Wage Fixing Convention, 1970 (No. 131)
- Holidays with Pay Convention (Revised), 1970 (No. 132)
- Minimum Age Convention, 1973 (No. 138)
- Collective Bargaining Convention, 1981 (No. 154)
- Occupational Safety and Health Convention, 1981 (No. 155)
- Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)
- Termination of Employment Convention, 1982 (No. 158)
- Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
- Labour Statistics Convention, 1985 (No. 160)
- Workers with Family Responsibilities Recommendation, 1981 (No. 165)
- Night Work Convention, 1990 (No. 171)
- Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)
- Part-Time Work Convention, 1994 (No. 175)
- Maternity Protection Convention, 2000 (No. 183)
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
- Domestic Workers Convention, 2011 (No. 189)
- Violence and Harassment Convention, 2019 (No. 190)
- Maritime Labour Convention, 2006

## • ILO Recommendations (11)

- Reduction of Hours of Work Recommendation, 1962 (No. 116)
- Minimum Wage Fixing Recommendation, 1970 (No. 135)
- Occupational Safety and Health Recommendation, 1981 (No. 164)
- Family Responsibilities Recommendation, 1981 (No. 165)
- Termination of Employment Recommendation, 1982 (No. 166)
- Night Work Recommendation, 1990 (No. 178)
- Private Employment Agencies Recommendation, 1997 (No. 188)
- Maternity Protection Recommendation, 2000 (No. 191)
- Social Protection Floors Recommendation, 2012 (No. 202)
- Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)
- Quality Apprenticeships Recommendation, 2023 (No. 208)

## • ILC Resolution (1)

- 2009 ILC Resolution Concerning Gender Equality at the Heart of Decent Work

## LINKAGE WITH SDGS



The Labour Rights Index makes a significant contribution by focusing on SDG 8 (decent work and economic growth) and its Target 8.8 (protect labour rights and promote safe and secure working environments for all workers). It's a crucial tool in achieving goal 8 under the Sustainable Development Goals, which refers to “full and productive employment and decent work for all”.

Although SDG 8 merges two separate areas of economic growth and employment into a single SDG, it is important to remember that issues related to the world of work are already part of the 2030 Agenda for Sustainable Development. Employment and employment-related issues are also referred to in other goals, including SDG 2 (Zero Hunger), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequality), SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action) & SDG 16 (Peace, Justice and Strong Institutions). The achievement of some of these goals, especially reduction of poverty (SDG 1), eradication of hunger (SDG 2) and reduction of inequality (SDG 10) are all dependent on SDG 8 where people are engaged in full and productive employment and decent work for all is ensured.

The Sustainable Development Goals also recognise the importance of legislation in achievement of SDGs. For example, we can consider the following targets and indicators:

- 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
- 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
- 16.b Promote and enforce non-discriminatory laws and policies for sustainable development



## INDICATOR ONE Fair Wages



- 1.1** eradicating extreme poverty
- 1.1.1** population living below the international poverty line (\$1.25 a day)
- 1.2.1** population living below the national poverty line
- 8.5** full and productive employment and decent work for all
- 8.8** protect labour rights and promote safe and secure working environments for all workers
- 10.2.1** proportion of people living below 50 per cent of median income
- 10.4** progressively achieve greater equality
- 10.4.1** labour share of GDP



## INDICATOR TWO Decent Working Hours



- 8.5** full and productive employment and decent work for all
- 8.8** protect labour rights and promote safe and secure working environments for all worker



## INDICATOR THREE Employment Security



- 1.3** nationally appropriate social protection systems
- 1.3.1** social protection for unemployed persons
- 8.5** full and productive employment and decent work for all
- 8.6** reduce the proportion of youth not in employment, education or training (NEET) (through apprenticeship or fixed term contracts)
- 8.8** protect labour rights and promote safe and secure working environments for all workers
- 8.b.1** national strategy for youth employment



## INDICATOR FOUR Family Responsibilities



- 5.4** recognize and value unpaid care and domestic work through social protection policies and the promotion of shared responsibility within the household and the family
- 5.5** women's full and effective participation
- 8.5** full and productive employment and decent work for all
- 8.8** protect labour rights and promote safe and secure working environments for all workers

\*The numbers refer to relevant SDG targets and indicators



## INDICATOR FIVE Maternity at Work



- 1.3** nationally appropriate social protection systems
- 1.3.1** social protection for pregnant women and newborn
- 8.5** full and productive employment and decent work for all
- 8.8** protect labour rights and promote safe and secure working environments for all workers



## INDICATOR SEVEN Social Security



- 1.3** nationally appropriate social protection systems
- 1.3.1** social protection coverage for unemployed persons, older persons, persons with disabilities
- 1.a.2** government spending on social protection
- 3.8** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services
- 3.8.1** coverage of essential health services
- 8.5** full and productive employment and decent work for all
- 8.8** 8.8 protect labour rights and promote safe and secure working environments for all workers



## INDICATOR SIX Safe Work



- 1.3** nationally appropriate social protection systems
- 1.3.1** social protection for work injury
- 8.5** full and productive employment and decent work for all
- 8.8** protect labour rights and promote safe and secure working environments for all workers
- 8.8.1** Fatal and non-fatal occupational injuries per 100,000 workers



## INDICATOR EIGHT Fair Treatment



- 5.1** end all forms of discrimination against all women and girls everywhere
- 5.1.1** legal framework on equality
- 8.5** full and productive employment and decent work for all
- 8.5.1** gender wage gap (equal pay for work of equal value)
- 8.8** protect labour rights and promote safe and secure working environments for all workers
- 10.4** adoption of policies to progressively achieve greater equality
- 11.7.2** victims of sexual and non-sexual harassment
- 16.b.1** promote and enforce non-discriminatory laws and policies for sustainable development

\*The numbers refer to relevant SDG targets and indicators



## INDICATOR NINE Child and Forced Labour



- 1.a.2 government spending on education
- 4.1 free, equitable and quality primary and secondary education (compulsory education)
- 8.5 full and productive employment and decent work for all
- 8.b.1 national strategy for youth employment
- 8.7 eradicate forced labour, end modern slavery and human trafficking prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
- 8.8 protect labour rights and promote safe and secure working environments for all workers
- 16.2.2 victims of human trafficking by sex, age, and type of exploitation



## INDICATOR TEN Freedom of Association



- 8.3 support decent job creation and encourage the formalization
- 8.5 full and productive employment and decent work for all
- 8.8 protect labour rights and promote safe and secure working environments for all workers
- 8.8.2 level of national compliance with labour rights (freedom of association and collective bargaining)
- 16.1 protect fundamental freedoms
- 16.10.1 protect fundamental freedoms (verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of trade unionists)

\*The numbers refer to relevant SDG targets and indicators

## SECTION 2

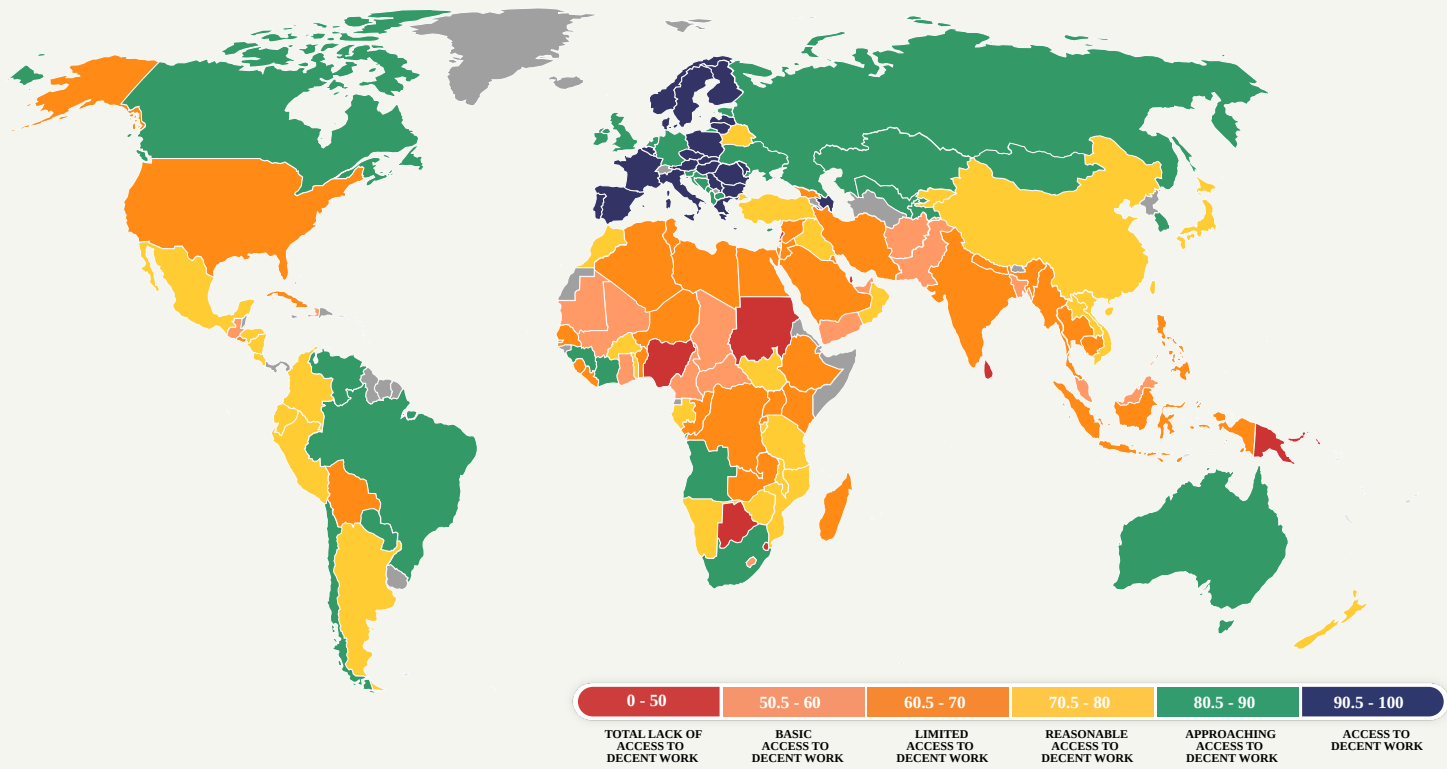
# LABOUR RIGHTS INDEX | 2024

## KEY FINDINGS

The Labour Rights Index, launched on 7 October 2024, sheds light on de-jure labour rights in 145 countries. The biennial index, giving a snapshot of the de-jure labour rights for about 95% of the global population, registered a gradual march to the top instead of a widely claimed race to the bottom. However, only 4.57% of the world population is enjoying de jure “access to decent work”, though reforms are needed in the highest category as well.

**LABOUR RIGHTS INDEX 2024**

**Only 4.57% of the world’s population lives in countries with de-jure full “access to decent work”**



Source : Labour Rights Index 2024

According to the Labour Rights Index, more than 50% of the world’s population lives in countries where labour legislation provides only “limited access to decent work” or even worse situations. The percentage of the population living in the lowest (Total lack of access to decent work) and highest (access to decent work) categories is also similar (4% vs 4.57%, respectively). The two middle categories (**Reasonable Access to Decent Work** and **Limited Access to Decent Work**) cover 70% of the world's population.

**LABOUR RIGHTS INDEX 2024**

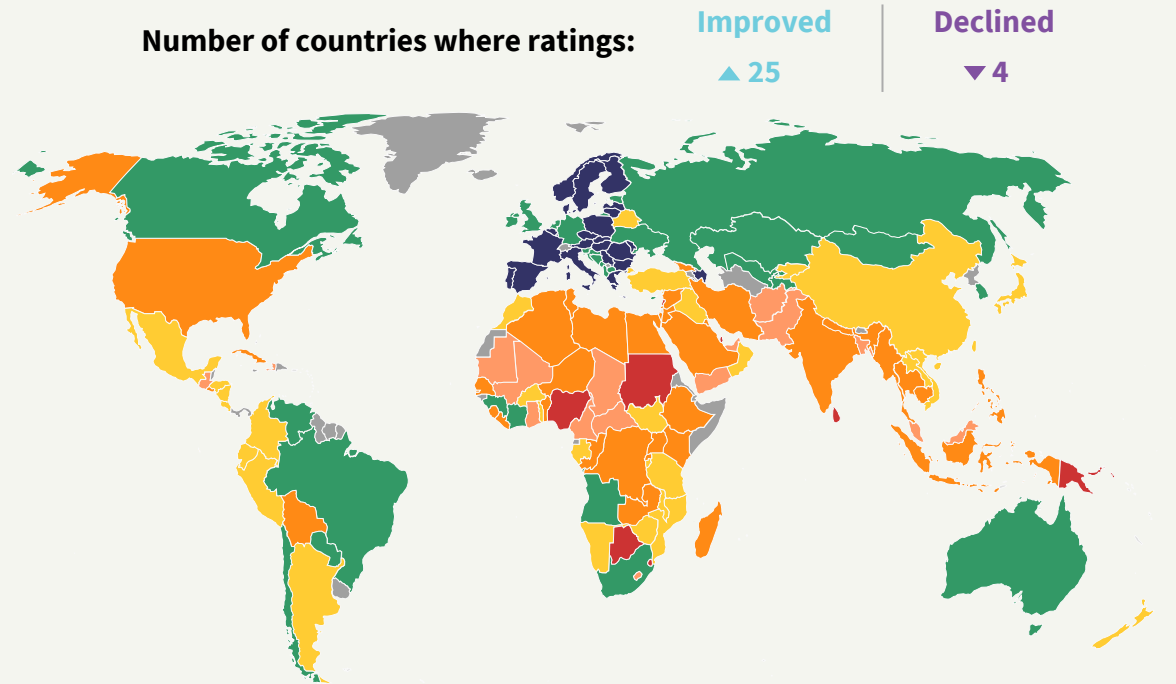
**The Labour Rights Index classifies 145 countries based on de jure labour legislation.**

LRI Ratings	No. of countries	% of countries	Total population (Mn)	% of the world's population
Access to Decent Work (90.5-100)	23	15.86%	356.45	4.57%
Approaching Access to Decent Work (80.5-90)	31	21.37%	966.9	12.39%
Reasonable Access to Decent Work (70.5-80)	30	20.68%	2,331.55	29.88%
Limited Access to Decent Work (60.5-70)	37	25.51%	3163.5	40.54%
Basic Access to Decent Work (50.5-60)	15	10.34%	668.5	8.56%
Total Lack of Access to Decent Work (0-50)	9	6.20%	315.4	4%

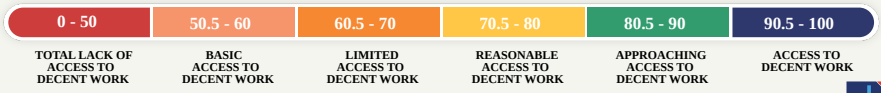
Note: “World” refers to the total population of the 145 countries covered by the index.

# LABOUR RIGHTS INDEX 2024

Between 2022 and 2024, reforms in de-jure labour legislation led to improved ratings in 25 countries while ratings declined or worsened for four countries.



Improved				Declined
Angola	Chile	Malaysia	Spain	Chad
Australia	Côte D'Ivoire	Namibia	Togo	Nepal
Austria	Gabon	New Zealand	United Arab Emirates	Philippines
Azerbaijan	Gambia	Norway	Uzbekistan	Türkiye
Bangladesh	Honduras	Oman		
Cabo Verde	Luxembourg	Poland		
Canada	Malawi	South Africa		



Source : Labour Rights Index 2024

With drastic changes to the world of work over the last two years, the Labour Rights Index has recorded significant developments in labour law. The most common reforms have been in the realm of equal access to jobs for women, maternity and paternity leaves, prohibition of inquiring about pregnancy during the recruitment process, and prohibition of sexual harassment at work. There are also reforms around equal remuneration for work of equal value and flexible working arrangements for parents. These positive changes indicate progress and encourage further reforms.

## LABOUR RIGHTS INDEX 2024

### Where are reforms happening?

Country	Reforms	Areas of reform
 Algeria	1	freedom of association guaranteed
 Angola	3	FTCs, pregnancy inquiry, maternity leave
 Australia	1	length of FTCs
 Azerbaijan	1	equal access to same jobs as men
 Bangladesh	3	old age and survivors' benefits; coverage of self-empl
 Cabo Verde	1	increased paternity leave
 Chile	1	reduced general and maximum working hours
 Congo	2	prohibition of pregnancy inquiry, sexual harassment
 Costa Rica	2	paternity leave
 DRC	1	sanctions against perpetrators of forced labour
 El Salvador	1	minimum age for employment
 Estonia	1	flexible working arrangements
 Gambia	6	regular and timely wages, severance pay, nursing breaks, pregnancy inquiry, equal pay, discrimination
 Indonesia	2	maximum working hours, sexual harassment
 Ireland	1	flexible working arrangements
 Jordan	1	prohibition of sexual harassment at work

Country	Reforms	Areas of reform
 Luxembourg	1	flexible working arrangements
 Malawi	3	old-age, survivors' and invalidity benefits
 Malaysia	5	maternity & paternity leave, harassment, same jobs
 Malta	2	paternity leave, flexible working arrangements
 Mozambique	2	paternity leave, right to strike
 Niger	1	reduction of probation period to less than three months
 Oman	11	fixed term contracts, maternity & paternity leave, nursing breaks, safe work, social security and freedom of association
 Pakistan	1	paternity leave
 Qatar	1	social protection for self-employed
 Rwanda	3	maternity & paternity leave, prohib. of dismissal
 Slovakia	2	paternity leave, flexible working arrangements
 Togo	1	prohib. of dismissal on account of pregnancy
 United Arab Emirates	5	max working hours, social security, fair treatment
 Uzbekistan	5	3 weeks of annual leave, same jobs as men, FoA
 Zimbabwe	1	equal pay for work of equal value

Middle Eastern countries have reformed the Kafala (sponsorship) system that came under scrutiny in the wake of the 2022 FIFA World Cup. Legislative reforms have occurred in the European countries following the EU Directive on Transparent and Predictable Working Conditions (2019/1152) and the EU Directive on Work-life Balance for Parents and Carers (2019/1158).

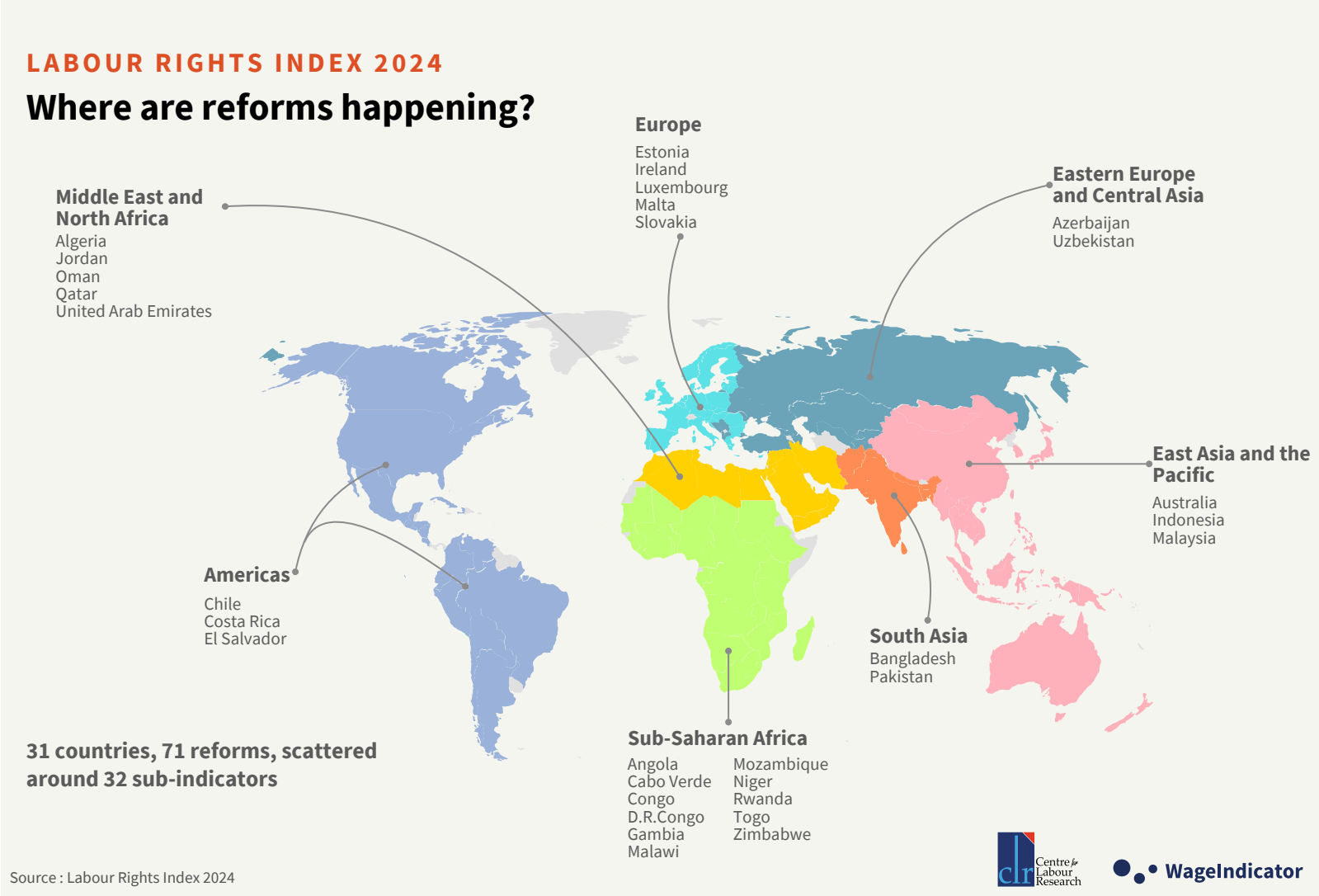
LABOUR RIGHTS INDEX 2024

What aspects of labour law are changing?

<b>Fair Wages</b>	<b>Social Security</b>
Minimum Wages: 20 countries revised their minimum wages during the last two years	Unemployment benefits: 2 countries (3 over the last 4 years)
<b>Decent Working Hours</b>	Social protection for self-employed workers (gig workers): 3 countries
Maximum working hours: 2 countries (3 countries during last 4 years)	<b>Equal Treatment</b>
<b>Employment Security</b>	Prohibition of sexual harassment at work: 4 countries (5 over the last 4 years)
Restricting the length of fixed-term contracts (FTCs): 3 countries (5 countries in 4 years)	Equal access to same jobs as men: 4 countries (9 over the last 4 years)
<b>Family Responsibilities</b>	Equal remuneration for the work of equal value: 3 countries (7 over the last 4 years)
Paternity leave: 9 countries (14 countries in the last 4 years)	<b>Freedom of Association</b>
Flexible working arrangements: 5 countries (6 countries during last 4 years)	Right to collective bargaining: 2 countries (3 countries over the last 4 years)
Paid nursing breaks: 2 countries (3 countries over the last 4 years)	Sanctions against striking workers: 1 country (3 over the last 4 years)
<b>Maternity at Work</b>	
Prohibition of pregnancy inquiry: 3 countries (5 countries during the last 4 years)	
Maternity leave: 4 countries	
<b>Occupational Safety and Health</b>	
Work prejudicial to health of pregnant and nursing women: 1 country (3 countries in 4 years)	

Source : Labour Rights Index 2024

Overall, 25 countries have seen their overall ratings improve, while ratings have worsened for four countries. Oman, Malaysia, Angola, UAE and Uzbekistan have shown the most improvement in their scores relative to the 2022 index. Between 2022 and 2024, 71 reforms were enacted in 31 countries. Most reforms are observed with respect to Indicators on Family Responsibilities and Fair Treatment.



The Labour Rights Index showcases the super reformers, highlighting reforms. These countries are Oman, Malaysia, Angola, United Arab Emirates, Uzbekistan, Bangladesh, and Gambia.

LABOUR RIGHTS INDEX 2024

Who are the super reformers?

Country	Region	Score improvement (in overall score)	No. of reforms	Areas of reform	Legislation
Oman	Middle East and North Africa	25.5	11	fixed term contracts, maternity & paternity leave, nursing breaks, safe work, social security and freedom of association	Oman Labour Law (Royal Decree No. 53/2023)
Malaysia	East Asia and the Pacific	10.5	5	maternity & paternity leave, sexual harassment, access to same jobs as men	Employment Act 1995 (2022 and 2023 amendments)
Angola	Sub Saharan Africa	10	4	minimum wages, fixed-term contracts, pregnancy inquiry, maternity leave	Angola General Labour Law (No. 12/23 of 27 December 2023)
United Arab Emirates	Middle East and North Africa	8.5	5	max. working hours, social security, fair treatment	United Arab Emirates Federal Decree-Law No. (33) of 2021
Uzbekistan	Eastern Europe and Central Asia	8.5	5	3 weeks of annual leave, same jobs as men, freedom of association	Uzbekistan Labour Code, 2022
Bangladesh	South Asia	8	3	old age and survivors' benefits; coverage of self-employed workers	Universal Pension Management Act, 2023
Gambia	Sub Saharan Africa	8	6	regular and timely wages, severance pay, nursing breaks, pregnancy inquiry, equal pay, discrimination	Gambia Labour Act, 2023

Source : Labour Rights Index 2024



## SECTION 3

# LABOUR RIGHTS INDEX | 2024

## KEY TAKEAWAYS

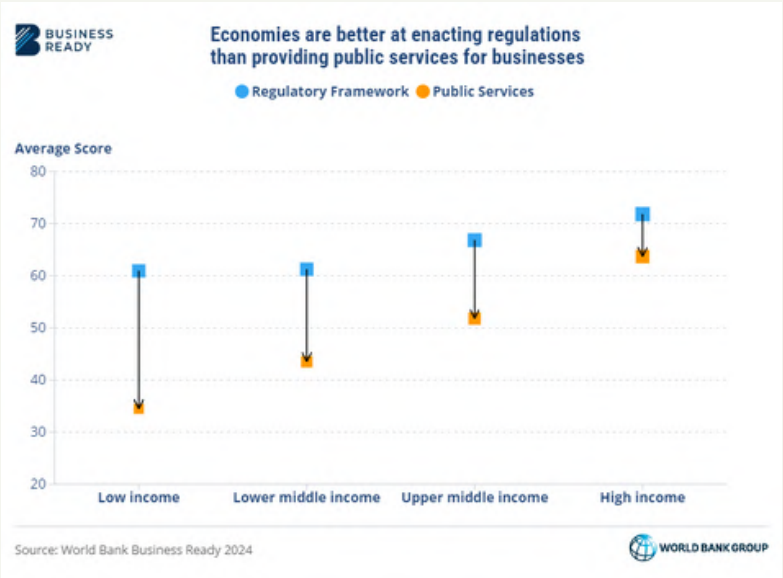
Regulatory Frameworks alone are not enough: There needs to be more than the mere existence of regulatory frameworks. The newly released B-Ready report by the World Bank clearly shows a considerable gap between the de jure labour law (in the form of regulatory frameworks) and the provision of public services by state institutions. However, the critical question is whether these regulatory frameworks comply with internationally agreed labour standards available in ILO Conventions and Recommendations.

LABOUR RIGHTS INDEX 2024

Regulatory Frameworks alone are not enough!

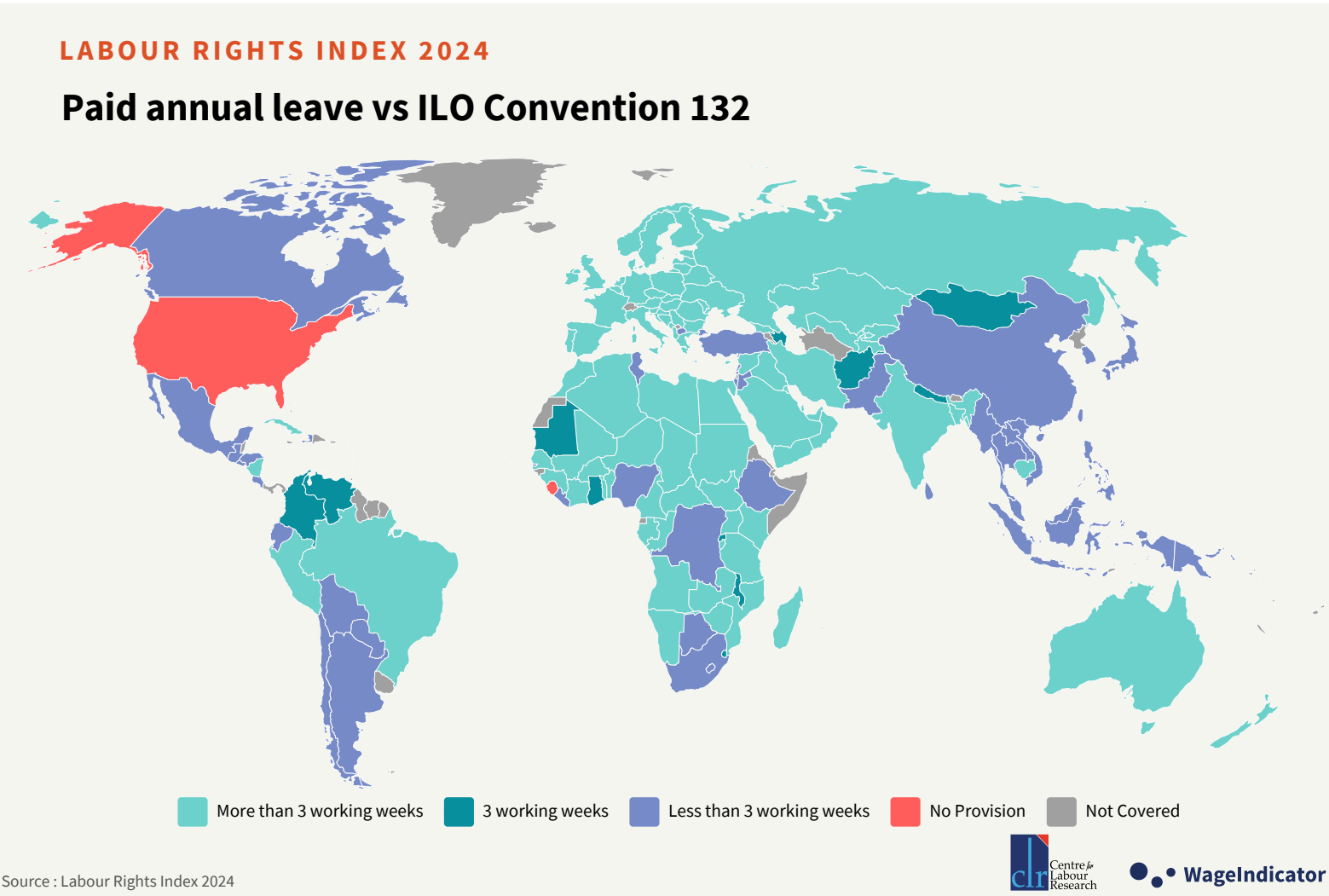
Evidence from the Labour Rights Index 2024

Income Group	Countries	Average LRI 2024 scores
Low Income	22	65
Lower Middle Income	40	66
Upper Middle Income	37	75
High Income	46	84



Source : Labour Rights Index 2024

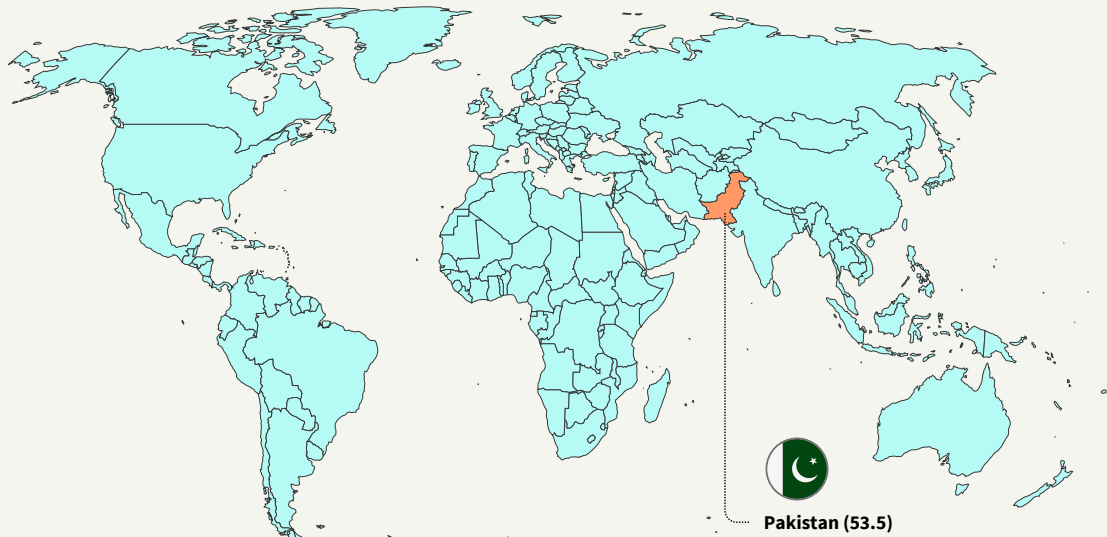
The Index measures the quality of labour laws in 145 countries. For example, for the LRI, more than the mere existence of paid annual leave is required. The countries are scored positively only if there is a provision for at least three working weeks of annual leave. While 143 countries (out of the 145 assessed countries) provide annual leave in their legislation, only 70% (101 countries) require at least three working weeks of annual leave for workers upon completing 12 months of service. The standard is derived from the ILO Convention C132—Holidays with Pay Convention (Revised), 1970 (No. 132). Similar standards are derived from other ILO and UN instruments.



The abundance of labour legislation does not mean labour rights are protected. There is a common argument that countries already have enough legislation and that they should put efforts into implementing it. That's not necessarily the case. Pakistan has more than 40 pieces of labour legislation regulating the labour market. The labour legislation is mainly sector-specific, incoherent, and inconsistent with international labour standards. The country is failing its 80 million labour force (240 million people) by retaining this outdated and incoherent legislation. Unless the labour legislation is aligned with international labour standards, the situation of workers' rights on the ground cannot change in the country. Despite these laws, Pakistan has an overall score of 53.5, the second lowest in South Asia. If Punjab and Sindh improve their legislation as per the newly drafted Labour Codes, the country's overall score can significantly improve. For comparative analysis, the Index also scored legislation in all Pakistani provinces and the highest score was received by the Balochistan province (73/100), followed by Sindh (59.5), Khyber Pakhtunkhwa (59) and Punjab (53.5). The Islamabad Capital Territory receives the lowest score (41), which shows the dire need for reforms.

## LABOUR RIGHTS INDEX 2024

### Abundance of labour legislation in a country does not mean labour rights are protected and guaranteed!



43 laws regulating the labour market

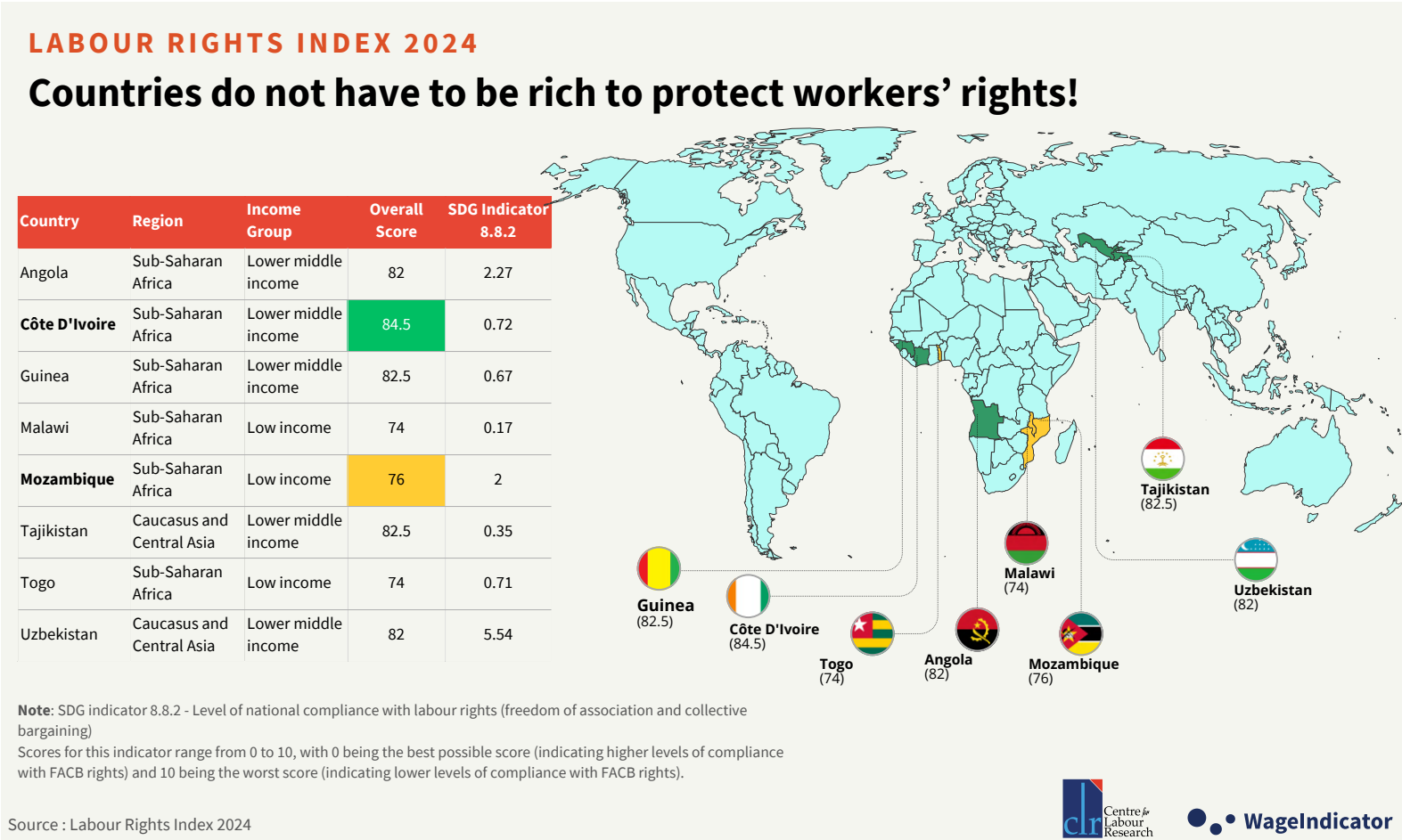
Source : Labour Rights Index 2024

# LABOUR LEGISLATION IN PUNJAB (PAKISTAN)

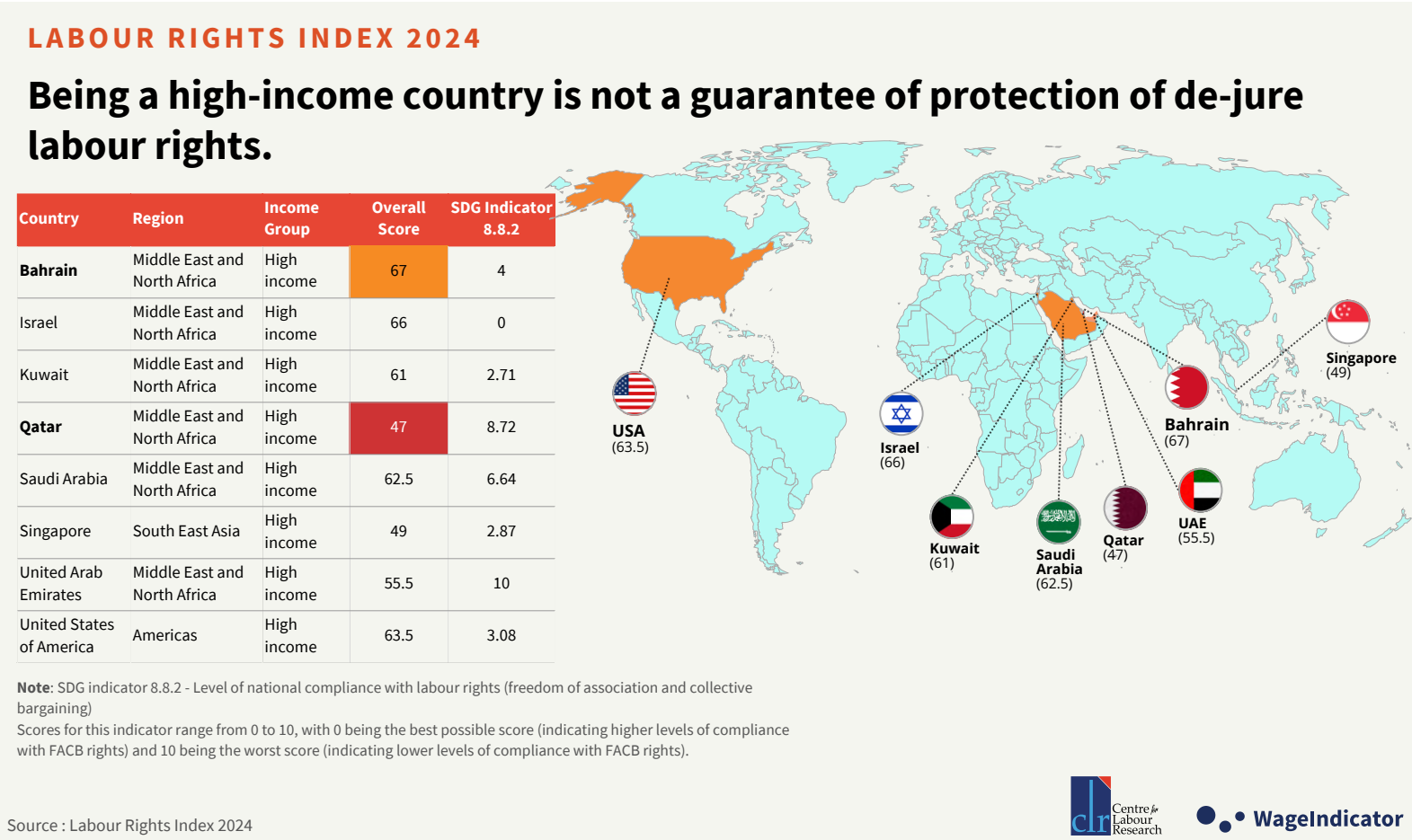
## 43 LAWS

- **Individual Employment Relations**
  - Industrial and Commercial Employment (Standing Orders) Ordinance, 1968
  - Employment (Record of Service Act), 1951
  - Punjab Apprenticeship Act 2021
- **Minimum Wages and Wage Payments**
  - Payment of Wages Act, 1936
  - Punjab Minimum Wages Act 2019
  - Coal Mines (Fixation of Rates of Wages) Ordinance, 1960
- **Working Conditions (Sectoral)**
  - Factories Act, 1934
  - Shops and Establishment Ordinance, 1969
  - Road Transport Workers Ordinance, 1961
  - Punjab Domestic Workers Act 2019
  - Punjab Home-based Workers Act 2023
  - Punjab Maternity Benefit Ordinance, 1958
  - Tea Plantations Labour Ordinance 1962
  - Mines Act 1923
  - Motor Vehicles Drivers Ordinance, 1942
  - Newspaper Employees (Conditions of Services) Act 1973
- **Statistics/Data/Misc**
  - Industrial Statistical Act, 1942
  - Essential Personnel (Registration) Ordinance, 1948
  - Control of Employment Ordinance, 1965
  - Fee Charging Employment Agencies (Regulation) Act, 1976
  - Punjab Essential Services (Maintenance) Act, 1958
- **Abolition of Forced and Bonded Labour**
  - Bonded Labour System (Abolition) Act, 1992
  - Pakistan Penal Code 1860
- **Prohibition of Child Labour**
  - Children (Pledging of Labour) Act, 1933
  - Punjab Prohibition of Child Labour at Brick Kilns Act 2016
  - Punjab Restriction on Employment of Children Act 2016
- **Industrial Relations**
  - Punjab Industrial Relations Act 2010
- **Worker Welfare and Social Security**
  - Provincial Employees Social Security Ordinance, 1965
  - Workers' Children (Education) Ordinance, 1972
  - Punjab Workers Welfare Fund Act 2019
  - Companies Profit (Worker's Participation) Act, 1968
  - Employees Old-Age Benefits Act, 1976
  - Employee's Old-Age Benefit Act, 1976
  - Workers Welfare Fund Ordinance 1971
  - Excise Duty on Minerals (Labour Welfare) Act, 1967
  - Mine Maternity Benefit Act, 1941
  - The Employers' Liability Act, 1938
  - Provident Fund Act, 1925
  - Fatal Accidents Act, 1855
- **Equality and Non-Discrimination**
  - Protection against Harassment of women at the Workplace Act, 2010
  - Punjab Fair Representation of Women Act 2014
  - Punjab Empowerment of Persons with Disabilities Act, 2022
- **Labour Welfare and Worker Compensation**
  - Workmen's Compensation Act, 1923
  - Companies Profit (Worker's Participation) Act, 1968
  - Punjab Fair Price Shops (Factories) Ordinance, 1971
  - Employers' Liability Act, 1938
- **Occupational Safety and Health**
  - Punjab Occupational Safety and Health Act 2019
  - Factories Act, 1934
  - Boilers and Pressure Vessels Ordinance, 2002

A country does not have to be rich to protect workers’ rights: While there is a gap of 19 points between the average scores of low-income (average score: 65) and high-income countries (average score: 84), there is a ray of hope, indicating that change is possible and is happening. A country does not have to be high-income or upper-middle-income to protect workers’ rights within its borders. The Index identifies trailblazers from low-income and lower-middle-income countries with relatively high scores. They could be trendsetters in their respective regions. Mozambique (76/100) and Côte d'Ivoire (84.5) are countries from low-income and lower-middle-income groups. Yet, they have reasonably high scores compared with other countries in their respective groups, though more reforms are needed. The high-scoring countries from low-income groups are mainly from Africa and Central Asia.



Protection of workers’ rights through the enactment of labour legislation is a conscious choice that countries make. Our work shows that a high-income country might also be a laggard. Qatar (47/100) and Singapore (49/100) are countries with high GDP per capita yet located in the lowest category (total lack of access to decent work). Interestingly, when scores for these two countries are compared on the SDG 8.8.2 - Level of national compliance with labour rights (freedom of association and collective bargaining (FACB)), there is a huge gap between Qatar (8.72) and Singapore (2.87). The actual situation of labour rights might not be that bad in Singapore or Qatar if companies operating there comply with international labour standards despite the lack of labour legislation in the country or its inconsistency with international labour standards.



The country scores on the Labour Rights Index may not show the full picture. To understand the background, the country's scores must be analysed with the contextual indicators that the respective country profiles (under the Labour Rights Index) showcase. For instance, informal employment is an important contextual indicator to consider. There are 11 countries where the percentage of informal employment is greater than 80%. Though already below 60 (out of 100), the scores for these countries must be interpreted considering that the limited protective legislation applies to the even smaller formal sector labour force. The social protection coverage indicator helps understand whether public services (shown through the Social Security indicator) are provided to the people. The contextual indicator of work injuries shows how much occupational safety and health legislation is implemented. Trade union density and collective bargaining coverage rates are good indicators for measuring the statutory rights of freedom of association and collective bargaining. The Labour Rights Index collects labour inspector data showing the number of workers per labour inspector. Robust legislation, backed by effective enforcement, forms the foundation for achieving decent work in practice. In this regard, it is relevant to see if the country has adequate labour inspectors.

LABOUR RIGHTS INDEX 2024

Overall country scores do not show the full picture!

Contextual Indicators

Population

2022

54.18 M

Labour Force


2024

23.20 M

GDP per Capita


2022

\$1,149

Poverty Headcount<sup>1</sup>

2017

25%

Informal Employment<sup>2</sup>

2020

81%

Total Fertility

(rate)

2022


2.13

Trade Union

(density)

2015

1%

Collective Bargaining

(coverage)

No Data

Social Protection<sup>3</sup>

(coverage)

2020

6%

Workers per Labour Inspector<sup>8</sup>

2023

149,698

Female Labour Force<sup>4</sup>

2024

A : 8.84 M

B : 42%  
(participation rate)

Non-Standard Employment<sup>5</sup>

2020

A : 15%  
(part-time employment)

B : 17%  
(temporary employment)


Work Injuries<sup>6</sup>

(per 100,000 workers)

2019


A : 3.15  
(fatal)

B : 12  
(non-fatal)

Minimum Wage<sup>7</sup>

April 2024

MMK 114,391

Living Wage<sup>9</sup>

April 2024

MMK 638,343


Sources: World Bank | International Labour Organization | WageIndicator Minimum Wages and Living Wages Database | M = Million  
GDP per Capita in USD (\$) | wages shown in local currency and per month

MYANMAR

OVERALL SCORE

67.5

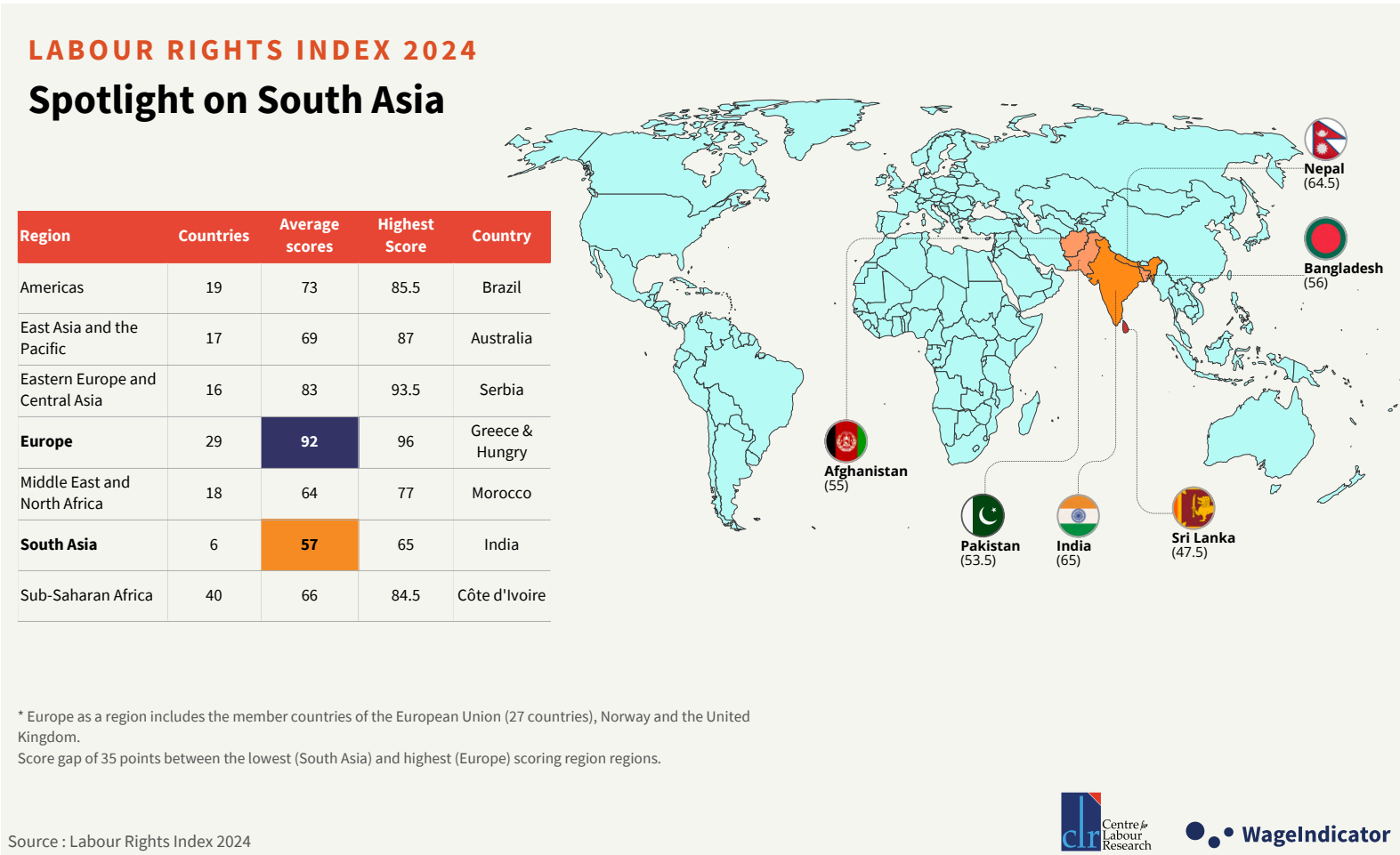
Source : Labour Rights Index 2024

Centre for Labour Research

WageIndicator

26

The Labour Rights Index analyses legislation in 145 countries spread across 7 regions. As a region, South Asia is the only region that is lagging, with the lowest regional average score of 57. With six countries covered under the Index and a population of 1.91 billion people (780 million labour force), this is a cause of concern. However, given the current reform efforts in South Asian countries (like India already has four new Labour Codes since 2020, though these are yet to be effective, Bangladesh, Pakistan and Sri Lanka are already working on reforming their labour legislation with complete drafts ready in Pakistan and Sri Lanka), the situation will hopefully improve not only in law but also in practice.



## IS THERE ROOM FOR IMPROVEMENT?



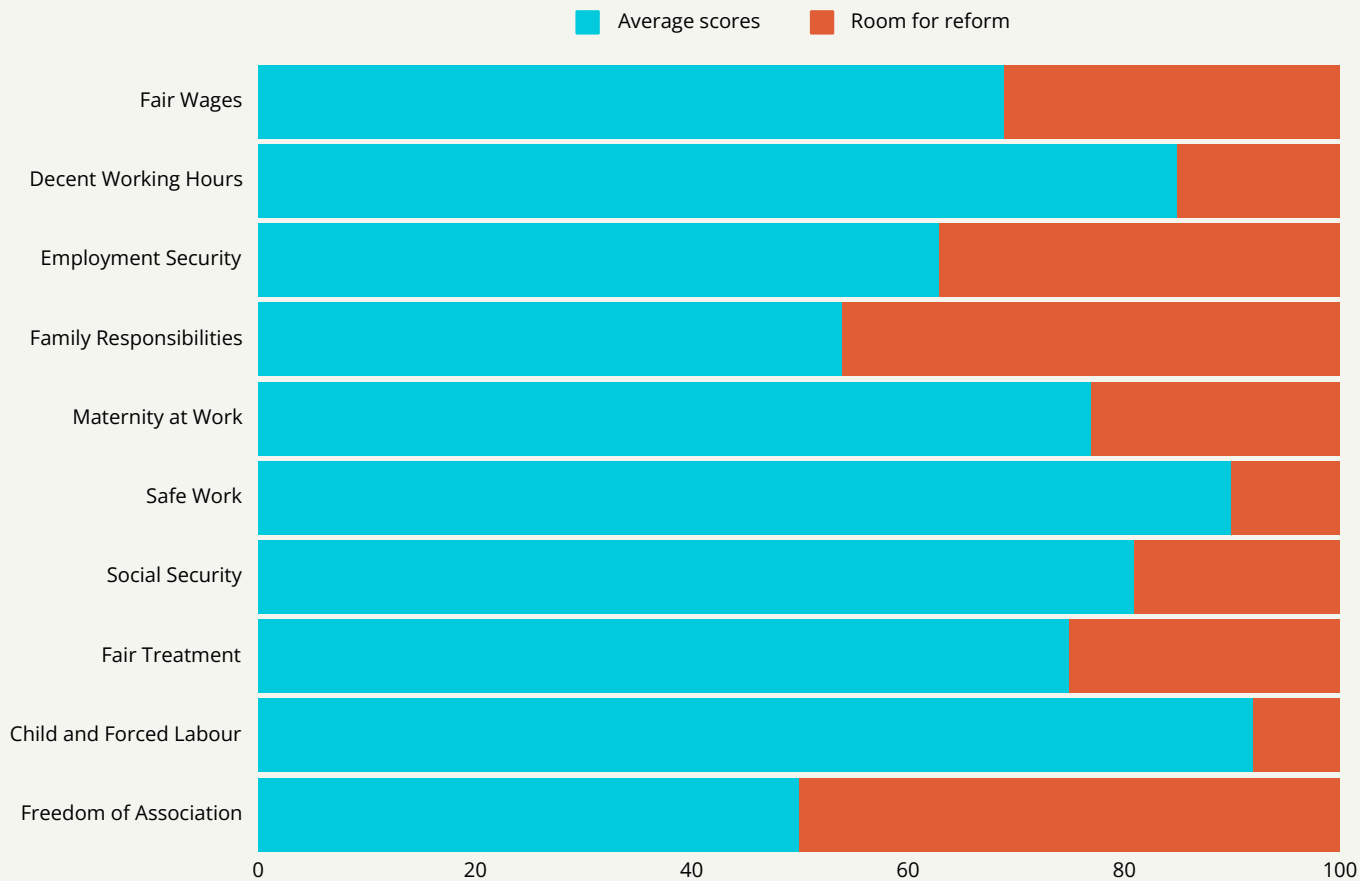
An analysis of average scores for ten LRI indicators shows that there is room for reform, especially in areas of Freedom of Association, Family Responsibilities, and Employment Security. Given the cost of living crisis ([WEF Global Risk Report 2024](#)), reforms could also be initiated under the Fair Wages (Adequate and Fair Remuneration) indicator. The average indicator scores, however, must be used with caution. For instance, the Safe Work indicator does not comment on the full occupational safety and health legislation. Rather, it analyses the presence of legislation in three areas: legislation requiring employers to provide health and safety training and free personal protective equipment to workers and the existence of legislation prohibiting hazardous or arduous work for pregnant and/or nursing women.

As highlighted at the start, the progress on Target 8.8, requiring the protection of labour rights for all workers, including those in precarious employment, can be measured only through the comprehensive Labour Rights Index. Given the labour market havoc wreaked by COVID-19, climate change, and worsening global conflicts, this is the most suitable time to address the protection of all labour rights and measure the progress of member countries on all labour protections. The Labour Rights Index does precisely that. By highlighting the state of legislation on key labour rights, the Labour Rights Index serves that purpose and can be used to bring much-needed reforms.

LABOUR RIGHTS INDEX 2024

There is room for reform accross all 10 indicators!

LRI INDICATORS



Source : Labour Rights Index 2024

































## SECTION 4

# LABOUR RIGHTS INDEX | 2024































## COUNTRY SCORES AND RATINGS

## OVERALL SCORES AND RATINGS

	Countries	Region	LRI Score (2024)	Score Change (2022-2024)	Rating (2024)	Change in Rating (2024)
	Afghanistan	South Asia	55	0	2	-
	Albania	Eastern Europe and Central Asia	86.5	2	5	-
	Algeria	Middle East and North Africa	67.5	3	3	-
	Angola	Sub-Saharan Africa	82	10	5	Improved ▲
	Argentina	Americas	78	0	4	-
	Australia	East Asia and the Pacific	87	10	5	Improved ▲
	Austria	Europe	92	2	6	-
	Azerbaijan	Eastern Europe and Central Asia	90.5	4	6	Improved ▲
	Bahrain	Middle East and North Africa	67	0	3	-
	Bangladesh	South Asia	56	8	2	Improved ▲
	Belarus	Eastern Europe and Central Asia	75.5	0	4	-
	Belgium	Europe	95.5	-0.5	6	-
	Benin	Sub-Saharan Africa	65.5	2	3	-
	Bolivia	Americas	64	0	3	-
	Bosnia and Herzegovina	Eastern Europe and Central Asia	88	0	5	-
	Botswana	Sub-Saharan Africa	39.5	-2.5	1	-
	Brazil	Americas	85.5	4	5	-
	Bulgaria	Europe	91	0	6	-
	Burkina Faso	Sub-Saharan Africa	72	-3	4	-
	Burundi	Sub-Saharan Africa	72	0	4	-
	Cabo Verde	Sub-Saharan Africa	82	2.5	5	Improved ▲
	Cambodia	East Asia and the Pacific	67.5	1.5	3	-
	Cameroon	Sub-Saharan Africa	58.5	-0.5	2	-
	Canada	Americas	80.5	2	5	Improved ▲
	Central African Republic	Sub-Saharan Africa	56	2.5	2	-
	Chad	Sub-Saharan Africa	58	-2.5	2	Worsened ▼
	Chile	Americas	82.5	4.5	5	Improved ▲
	China	East Asia and the Pacific	73.5	2.5	4	-
	Colombia	Americas	75.5	2.5	4	-
	Congo	Sub-Saharan Africa	65.5	1.5	3	-

































## OVERALL SCORES AND RATINGS

	Countries	Region	LRI Score (2024)	Score Change (2022-2024)	Rating (2024)	Change in Rating (2024)
	Costa Rica	Americas	77.5	4.5	4	-
	Côte D'Ivoire	Sub-Saharan Africa	84.5	6	5	Improved ▲
	Croatia	Europe	89.5	2	5	-
	Cuba	Americas	60.5	0	3	-
	Cyprus	Europe	83	-0.5	5	-
	Czechia	Europe	94	2	6	-
	D.R Congo	Sub-Saharan Africa	67	2.5	3	-
	Denmark	Europe	93.5	2	6	-
	Ecuador	Americas	77.5	0	4	-
	Egypt	Middle East and North Africa	69.5	2	3	-
	El Salvador	Americas	68.5	7	3	-
	Estonia	Europe	85	0	5	-
	Eswatini	Sub-Saharan Africa	48	0	1	-
	Ethiopia	Sub-Saharan Africa	62.5	0	3	-
	Finland	Europe	94	0	6	-
	France	Europe	94	2	6	-
	Gabon	Sub-Saharan Africa	72	2	4	Improved ▲
	Gambia	Sub-Saharan Africa	63	8	3	Improved ▲
	Georgia	Eastern Europe and Central Asia	63	0	3	-
	Germany	Europe	88.5	-0.5	5	-
	Ghana	Sub-Saharan Africa	59.5	0	2	-
	Greece	Europe	96	0	6	-
	Guatemala	Americas	54	0	2	-
	Guinea	Sub-Saharan Africa	82.5	2	5	-
	Haiti	Americas	60	2	2	-
	Honduras	Americas	70.5	2.5	4	Improved ▲
	Hungary	Europe	96	2.5	6	-
	India	South Asia	65	0	3	-
	Indonesia	East Asia and the Pacific	62.5	2	3	-
	Iran	Middle East and North Africa	67	0	3	-

































## OVERALL SCORES AND RATINGS

	Countries	Region	LRI Score (2024)	Score Change (2022-2024)	Rating (2024)	Change in Rating (2024)
	Iraq	Middle East and North Africa	71	-2.5	4	-
	Ireland	Europe	86	2.5	5	-
	Israel	Middle East and North Africa	66	2	3	-
	Italy	Europe	94	0	6	-
	Japan	East Asia and the Pacific	72.5	0	4	-
	Jordan	Middle East and North Africa	69	4	3	-
	Kazakhstan	Eastern Europe and Central Asia	86.5	2	5	-
	Kenya	Sub-Saharan Africa	67.5	-0.5	3	-
	Kuwait	Middle East and North Africa	61	0	3	-
	Kyrgyz Republic	Eastern Europe and Central Asia	73.5	-2.5	4	-
	Laos	East Asia and the Pacific	73.5	2	4	-
	Latvia	Europe	93	0	6	-
	Lebanon	Middle East and North Africa	47	0	1	-
	Lesotho	Sub-Saharan Africa	52.5	2	2	-
	Liberia	Sub-Saharan Africa	61	0	3	-
	Libya	Middle East and North Africa	64	2	3	-
	Lithuania	Europe	93.5	0	6	-
	Luxembourg	Europe	94	6.5	6	Improved ▲
	Madagascar	Sub-Saharan Africa	67	2	3	-
	Malawi	Sub-Saharan Africa	74	6	4	Improved ▲
	Malaysia	East Asia and the Pacific	58.5	10.5	2	Improved ▲
	Mali	Sub-Saharan Africa	56.5	0	2	-
	Malta	Europe	89.5	5	5	-
	Mauritania	Sub-Saharan Africa	56.5	0	2	-
	Mexico	Americas	74	0	4	-
	Moldova	Eastern Europe and Central Asia	91.5	0	6	-
	Mongolia	East Asia and the Pacific	85	2.5	5	-
	Montenegro	Eastern Europe and Central Asia	89	0	5	-
	Morocco	Middle East and North Africa	77	-2.5	4	-
	Mozambique	Sub-Saharan Africa	76	4.5	4	-




























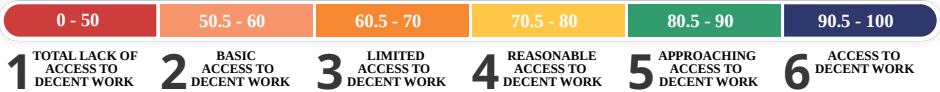
## OVERALL SCORES AND RATINGS

	Countries	Region	LRI Score (2024)	Score Change (2022-2024)	Rating (2024)	Change in Rating (2024)
	Myanmar	East Asia and the Pacific	67.5	4.5	3	-
	Namibia	Sub-Saharan Africa	70.5	2	4	Improved ▲
	Nepal	South Asia	64.5	-7.5	3	Worsened ▼
	Netherlands	Europe	90	2	5	-
	New Zealand	East Asia and the Pacific	74	6	4	Improved ▲
	Nicaragua	Americas	78.5	0	4	-
	Niger	Sub-Saharan Africa	66.5	2	3	-
	Nigeria	Sub-Saharan Africa	37	8	1	-
	North Macedonia	Eastern Europe and Central Asia	86	0	5	-
	Norway	Europe	94	6	6	Improved ▲
	Oman	Middle East and North Africa	74.5	25.5	4	Improved ▲
	Pakistan	South Asia	53.5	2.5	2	-
	Papua New Guinea	East Asia and the Pacific	39.5	-2.5	1	-
	Paraguay	Americas	82.5	0	5	-
	Peru	Americas	76	2	4	-
	Philippines	East Asia and the Pacific	68	-2.5	3	Worsened ▼
	Poland	Europe	91	2	6	Improved ▲
	Portugal	Europe	93.5	0	6	-
	Qatar	Middle East and North Africa	47	0	1	-
	Republic of Korea	East Asia and the Pacific	83	2	5	-
	Romania	Europe	93	2	6	-
	Russian Federation	Eastern Europe and Central Asia	82	0	5	-
	Rwanda	Sub-Saharan Africa	70	6.5	3	-
	Saudi Arabia	Middle East and North Africa	62.5	0	3	-
	Senegal	Sub-Saharan Africa	62.5	0	3	-
	Serbia	Eastern Europe and Central Asia	93.5	2	6	-
	Sierra Leone	Sub-Saharan Africa	61.5	0	3	-
	Singapore	East Asia and the Pacific	49	2.5	1	-
	Slovakia	Europe	93.5	2.5	6	-
	Slovenia	Europe	90	2	5	-



# OVERALL SCORES AND RATINGS

	Countries	Region	LRI Score (2024)	Score Change (2022-2024)	Rating (2024)	Change in Rating (2024)
	South Africa	Sub-Saharan Africa	81	2	5	Improved ▲
	South Sudan	Sub-Saharan Africa	73.5	0	4	-
	Spain	Europe	92	2	6	Improved ▲
	Sri Lanka	South Asia	47.5	0.5	1	-
	Sudan	Sub-Saharan Africa	50	0	1	-
	Sweden	Europe	94	2	6	-
	Syria	Middle East and North Africa	66.5	0	3	-
	Taiwan	East Asia and the Pacific	74	0	4	-
	Tajikistan	Eastern Europe and Central Asia	82.5	0	5	-
	Thailand	East Asia and the Pacific	64	2	3	-
	Togo	Sub-Saharan Africa	74	6.5	4	Improved ▲
	Tunisia	Middle East and North Africa	63	0	3	-
	Türkiye	Eastern Europe and Central Asia	80	-2.5	4	Worsened ▼
	UAE	Middle East and North Africa	65.5	-2.5	3	-
	Uganda	Sub-Saharan Africa	80.5	0	5	-
	Ukraine	Eastern Europe and Central Asia	55.5	8.5	2	Improved ▲
	United Kingdom	Europe	88	0	5	-
	United Republic of Tanzania	Sub-Saharan Africa	74	0	4	-
	United States of America	Americas	63.5	0	3	-
	Uzbekistan	Eastern Europe and Central Asia	82	8.5	5	Improved ▲
	Venezuela	Americas	83.5	2.5	5	-
	Viet Nam	East Asia and the Pacific	77.5	2.5	4	-
	Yemen	Middle East and North Africa	57	0	2	-
	Zambia	Sub-Saharan Africa	66.5	0	3	-
	Zimbabwe	Sub-Saharan Africa	73.5	2	4	-



## COUNTRY SCORES BY INDICATOR

Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
<b>Afghanistan</b>	<b>55</b>	40	80	80	75	40	100	40	20	75	0
<b>Albania</b>	<b>86.5</b>	80	100	60	75	100	100	100	100	100	50
<b>Algeria</b>	<b>67.5</b>	40	80	60	25	60	75	100	60	100	75
<b>Angola</b>	<b>82</b>	100	100	100	50	100	100	40	80	100	50
<b>Argentina</b>	<b>78</b>	100	80	80	50	80	75	80	60	75	100
<b>Australia</b>	<b>87</b>	80	80	60	75	100	100	100	100	100	75
<b>Austria</b>	<b>92</b>	100	100	40	100	100	100	100	80	100	100
<b>Azerbaijan</b>	<b>90.5</b>	80	100	100	75	100	100	100	100	100	50
<b>Bahrain</b>	<b>67</b>	40	80	100	50	40	75	80	80	100	25
<b>Bangladesh</b>	<b>56</b>	80	100	60	0	40	75	40	40	100	25
<b>Belarus</b>	<b>75.5</b>	80	100	60	50	100	100	80	60	75	50
<b>Belgium</b>	<b>95.5</b>	100	100	80	100	100	100	100	100	100	75
<b>Benin</b>	<b>65.5</b>	40	100	40	25	80	100	60	60	100	50
<b>Bolivia</b>	<b>64</b>	80	60	60	25	60	100	80	100	75	0
<b>Bosnia and Herzegovina</b>	<b>88</b>	80	100	40	100	80	100	100	80	100	100
<b>Botswana</b>	<b>39.5</b>	60	60	0	25	0	75	40	60	75	0
<b>Brazil</b>	<b>85.5</b>	100	100	100	50	100	100	100	80	75	50
<b>Bulgaria</b>	<b>91</b>	100	100	60	100	100	100	100	100	100	50
<b>Burkina Faso</b>	<b>72</b>	60	80	40	50	100	100	60	80	100	50
<b>Burundi</b>	<b>72</b>	80	100	60	25	40	100	80	60	100	75
<b>Cabo Verde</b>	<b>82</b>	80	100	100	50	60	75	100	80	100	75
<b>Cambodia</b>	<b>67.5</b>	100	80	80	25	60	75	100	80	75	0
<b>Cameroon</b>	<b>58.5</b>	60	80	40	25	80	75	60	40	100	25
<b>Canada</b>	<b>80.5</b>	100	80	40	50	80	100	80	100	100	75
<b>Central African Republic</b>	<b>56</b>	40	80	80	25	40	50	60	60	75	50

## COUNTRY SCORES BY INDICATOR

Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
<b>Chad</b>	<b>58</b>	20	100	80	25	80	50	60	40	75	50
<b>Chile</b>	<b>82.5</b>	80	80	80	75	100	100	100	60	100	50
<b>China</b>	<b>73.5</b>	80	80	60	75	100	100	100	40	100	0
<b>Colombia</b>	<b>75.5</b>	80	80	60	50	100	75	100	60	75	75
<b>Congo</b>	<b>65.5</b>	40	80	60	25	80	75	60	60	100	75
<b>Costa Rica</b>	<b>77.5</b>	80	60	100	50	80	100	80	100	75	50
<b>Côte D'Ivoire</b>	<b>84.5</b>	80	100	80	25	100	100	60	100	100	100
<b>Croatia</b>	<b>89.5</b>	60	100	60	100	100	100	100	100	100	75
<b>Cuba</b>	<b>60.5</b>	40	100	40	25	60	100	80	60	100	0
<b>Cyprus</b>	<b>83</b>	60	100	40	75	100	100	100	80	100	75
<b>Czechia</b>	<b>94</b>	80	100	60	100	100	100	100	100	100	100
<b>D.R Congo</b>	<b>67</b>	60	80	40	25	100	100	60	80	100	25
<b>Denmark</b>	<b>93.5</b>	100	100	60	75	100	100	100	100	100	100
<b>Ecuador</b>	<b>77.5</b>	60	80	80	75	80	100	100	100	100	0
<b>Egypt</b>	<b>69.5</b>	80	80	60	50	60	100	100	40	100	25
<b>El Salvador</b>	<b>68.5</b>	80	60	60	25	100	75	80	80	100	25
<b>Estonia</b>	<b>85</b>	80	100	40	100	80	100	100	100	100	50
<b>Eswatini</b>	<b>48</b>	40	80	60	0	20	75	60	20	100	25
<b>Ethiopia</b>	<b>62.5</b>	60	60	100	0	60	100	60	60	100	25
<b>Finland</b>	<b>94</b>	100	100	40	100	100	100	100	100	100	100
<b>France</b>	<b>94</b>	80	100	60	100	100	100	100	100	100	100
<b>Gabon</b>	<b>72</b>	20	80	80	25	80	100	80	80	100	75
<b>Gambia</b>	<b>63</b>	40	60	60	50	80	75	60	80	100	25
<b>Georgia</b>	<b>63</b>	0	80	60	50	100	75	60	80	100	25
<b>Germany</b>	<b>88.5</b>	80	100	80	75	100	100	100	100	100	50

## COUNTRY SCORES BY INDICATOR

Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
<b>Ghana</b>	<b>59.5</b>	40	80	20	25	40	75	60	80	100	75
<b>Greece</b>	<b>96</b>	80	100	80	100	100	100	100	100	100	100
<b>Guatemala</b>	<b>54</b>	80	60	40	25	60	100	80	20	75	0
<b>Guinea</b>	<b>82.5</b>	100	100	80	50	80	100	80	60	100	75
<b>Haiti</b>	<b>60</b>	60	80	60	25	60	75	60	80	100	0
<b>Honduras</b>	<b>70.5</b>	100	60	80	25	80	75	80	80	100	25
<b>Hungary</b>	<b>96</b>	80	100	80	100	100	100	100	100	100	100
<b>India</b>	<b>65</b>	80	100	40	50	80	75	80	20	100	25
<b>Indonesia</b>	<b>62.5</b>	60	60	80	25	40	100	80	80	100	0
<b>Iran</b>	<b>67</b>	80	80	60	50	40	100	100	60	100	0
<b>Iraq</b>	<b>71</b>	80	100	80	50	60	75	80	60	100	25
<b>Ireland</b>	<b>86</b>	40	100	40	100	80	100	100	100	100	100
<b>Israel</b>	<b>66</b>	80	60	60	0	100	50	80	80	75	75
<b>Italy</b>	<b>94</b>	80	100	60	100	100	100	100	100	100	100
<b>Japan</b>	<b>72.5</b>	80	60	40	75	80	100	100	40	100	50
<b>Jordan</b>	<b>69</b>	40	80	80	75	60	75	80	100	100	0
<b>Kazakhstan</b>	<b>86.5</b>	80	100	100	75	100	100	80	80	75	75
<b>Kenya</b>	<b>67.5</b>	60	60	60	50	60	75	60	100	100	50
<b>Kuwait</b>	<b>61</b>	60	100	40	50	60	100	80	20	100	0
<b>Kyrgyz Republic</b>	<b>73.5</b>	60	80	60	75	100	100	100	60	75	25
<b>Lao PDR</b>	<b>73.5</b>	60	60	80	50	100	75	100	60	100	50
<b>Latvia</b>	<b>93</b>	100	100	80	100	100	100	100	100	75	75
<b>Lebanon</b>	<b>47</b>	60	60	60	0	60	75	60	20	75	0
<b>Lesotho</b>	<b>52.5</b>	60	80	40	25	40	75	40	40	100	25
<b>Liberia</b>	<b>61</b>	20	80	60	50	60	75	60	80	100	25

## COUNTRY SCORES BY INDICATOR

Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
<b>Libya</b>	<b>64</b>	60	80	100	25	80	75	80	40	100	0
<b>Lithuania</b>	<b>93.5</b>	100	100	80	100	100	100	80	100	100	75
<b>Luxembourg</b>	<b>94</b>	100	100	60	100	80	100	100	100	100	100
<b>Madagascar</b>	<b>67</b>	80	80	60	25	80	100	60	60	100	25
<b>Malawi</b>	<b>74</b>	80	80	60	50	60	100	60	100	75	75
<b>Malaysia</b>	<b>58.5</b>	60	60	40	25	60	100	80	60	100	0
<b>Mali</b>	<b>56.5</b>	40	80	40	25	80	50	60	40	100	50
<b>Malta</b>	<b>89.5</b>	80	100	40	75	100	100	100	100	100	100
<b>Mauritania</b>	<b>56.5</b>	80	80	40	25	60	50	60	20	100	50
<b>Mexico</b>	<b>74</b>	80	60	60	50	80	100	80	80	100	50
<b>Moldova</b>	<b>91.5</b>	60	100	80	100	100	100	100	100	100	75
<b>Mongolia</b>	<b>85</b>	60	100	60	100	100	100	80	100	75	75
<b>Montenegro</b>	<b>89</b>	100	100	60	75	100	100	80	100	100	75
<b>Morocco</b>	<b>77</b>	80	100	100	25	80	75	100	60	100	50
<b>Mozambique</b>	<b>76</b>	80	100	80	50	60	100	80	60	100	50
<b>Myanmar</b>	<b>67.5</b>	80	60	80	25	60	75	100	20	100	75
<b>Namibia</b>	<b>70.5</b>	100	100	20	0	80	100	80	100	75	50
<b>Nepal</b>	<b>64.5</b>	80	80	60	50	40	100	80	80	75	0
<b>Netherlands</b>	<b>90</b>	40	80	80	100	100	100	100	100	100	100
<b>New Zealand</b>	<b>74</b>	20	80	40	25	100	100	100	100	75	100
<b>Nicaragua</b>	<b>78.5</b>	80	80	60	50	80	100	80	80	100	75
<b>Niger</b>	<b>66.5</b>	80	80	80	25	80	100	60	60	75	25
<b>Nigeria</b>	<b>37</b>	40	60	20	25	20	75	60	20	50	0
<b>North Macedonia</b>	<b>86</b>	100	100	60	50	100	100	100	100	100	50
<b>Norway</b>	<b>94</b>	80	100	60	100	100	100	100	100	100	100

## COUNTRY SCORES BY INDICATOR

Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
<b>Oman</b>	<b>74.5</b>	40	80	100	75	80	100	100	20	100	50
<b>Pakistan</b>	<b>53.5</b>	80	60	100	25	40	75	60	20	75	0
<b>Papua New Guinea</b>	<b>39.5</b>	20	60	40	25	20	25	60	20	50	75
<b>Paraguay</b>	<b>82.5</b>	100	60	60	50	100	100	80	100	100	75
<b>Peru</b>	<b>76</b>	60	80	60	50	80	100	80	100	75	75
<b>Philippines</b>	<b>68</b>	80	60	80	50	100	75	80	80	75	0
<b>Poland</b>	<b>91</b>	80	100	100	75	80	100	100	100	100	75
<b>Portugal</b>	<b>93.5</b>	100	100	60	100	100	100	100	100	75	100
<b>Qatar</b>	<b>47</b>	80	80	60	25	20	50	60	20	75	0
<b>Republic of Korea</b>	<b>83</b>	80	80	100	100	80	100	80	60	100	50
<b>Romania</b>	<b>93</b>	100	100	80	100	100	100	100	100	75	75
<b>Russian Federation</b>	<b>82</b>	80	100	80	75	100	100	100	60	75	50
<b>Rwanda</b>	<b>70</b>	40	80	40	50	80	75	60	100	100	75
<b>Saudi Arabia</b>	<b>62.5</b>	80	80	60	25	20	100	80	80	100	0
<b>Senegal</b>	<b>62.5</b>	40	100	60	25	80	100	60	60	75	25
<b>Serbia</b>	<b>93.5</b>	100	100	60	100	100	100	100	100	100	75
<b>Sierra Leone</b>	<b>61.5</b>	60	80	60	50	80	25	60	100	100	0
<b>Singapore</b>	<b>49</b>	40	40	20	25	20	100	60	60	75	50
<b>Slovakia</b>	<b>93.5</b>	100	100	60	100	100	100	100	100	100	75
<b>Slovenia</b>	<b>90</b>	60	100	60	100	100	100	100	80	100	100
<b>South Africa</b>	<b>81</b>	80	80	40	50	80	100	80	100	100	100
<b>South Sudan</b>	<b>73.5</b>	40	100	100	50	60	100	60	100	100	25
<b>Spain</b>	<b>92</b>	40	100	80	100	100	100	100	100	100	100
<b>Sri Lanka</b>	<b>47.5</b>	40	60	60	25	40	50	60	40	100	0
<b>Sudan</b>	<b>50</b>	40	60	80	25	40	75	60	20	100	0

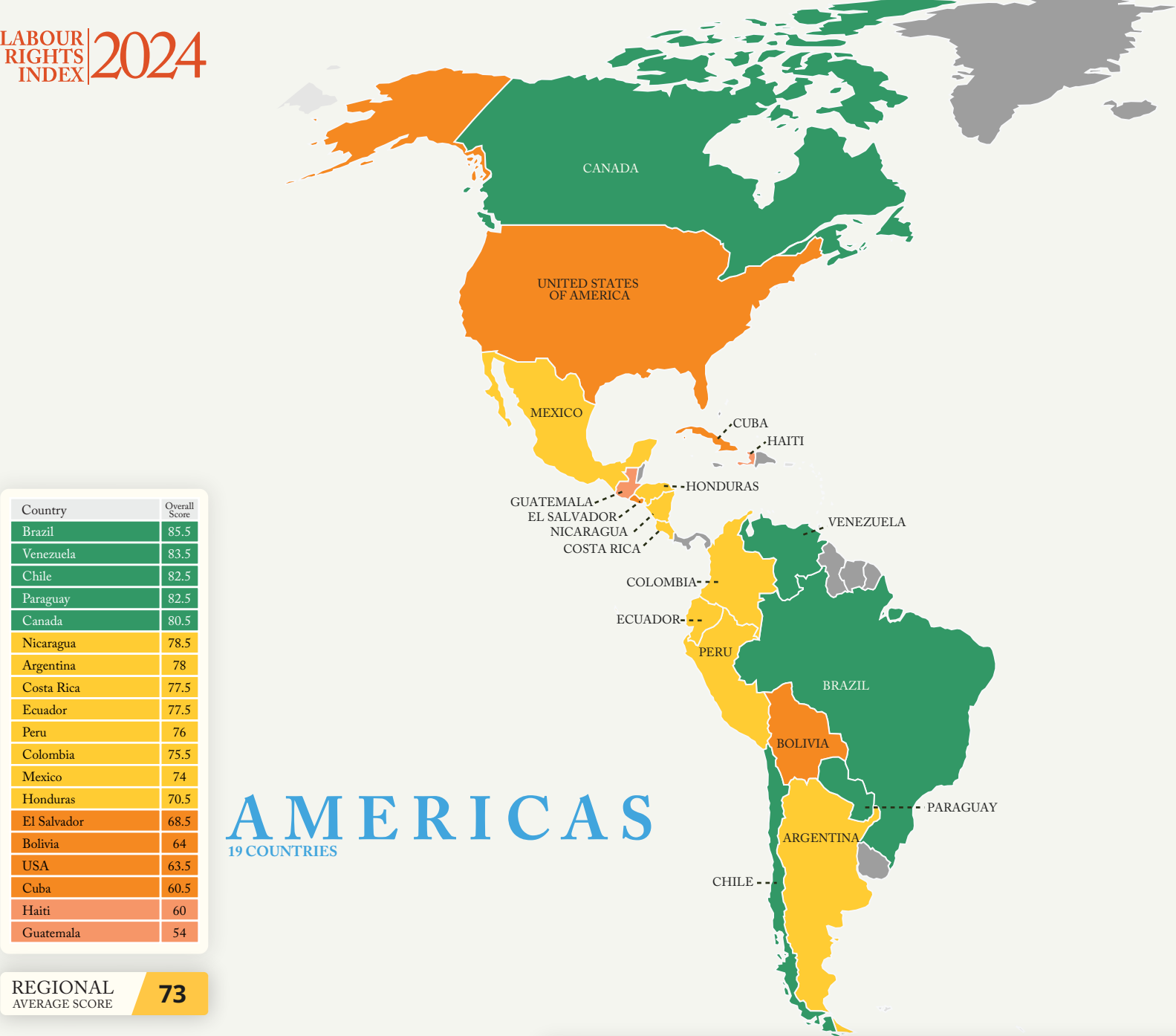
## COUNTRY SCORES BY INDICATOR

Countries	Overall Index Score (0-100)	Fair Wages (0-100)	Decent Working Hours (0-100)	Employment Security (0-100)	Family Responsibilities (0-100)	Maternity at Work (0-100)	Safe Work (0-100)	Social Security (0-100)	Fair Treatment (0-100)	Child and Forced Labour (0-100)	Freedom of Association (0-100)
<b>Sweden</b>	<b>94</b>	100	100	60	100	80	100	100	100	100	100
<b>Syria</b>	<b>66.5</b>	80	100	80	50	60	100	60	60	75	0
<b>Taiwan</b>	<b>74</b>	40	80	40	100	80	75	100	100	100	25
<b>Tajikistan</b>	<b>82.5</b>	60	100	100	75	100	100	80	60	75	75
<b>Thailand</b>	<b>64</b>	80	60	60	0	80	100	100	60	75	25
<b>Togo</b>	<b>74</b>	40	80	80	25	80	100	60	100	100	75
<b>Tunisia</b>	<b>63</b>	60	60	40	50	60	100	100	60	100	0
<b>Türkiye</b>	<b>80</b>	60	80	80	100	100	100	100	80	75	25
<b>Uganda</b>	<b>65.5</b>	40	100	40	0	40	100	60	100	100	75
<b>Ukraine</b>	<b>80.5</b>	80	100	40	100	100	100	100	60	75	50
<b>United Arab Emirates</b>	<b>55.5</b>	40	100	40	25	40	75	60	100	75	0
<b>United Kingdom</b>	<b>88</b>	60	80	40	100	100	100	100	100	100	100
<b>United Republic of Tanzania</b>	<b>74</b>	60	80	40	25	80	100	80	100	100	75
<b>United States of America</b>	<b>63.5</b>	60	40	20	50	60	100	80	100	100	25
<b>Uzbekistan</b>	<b>82</b>	60	100	80	75	100	100	100	80	75	50
<b>Venezuela</b>	<b>83.5</b>	80	100	100	50	100	75	100	80	75	75
<b>Viet Nam</b>	<b>77.5</b>	80	80	60	50	100	100	80	100	100	25
<b>Yemen</b>	<b>57</b>	80	80	60	25	20	100	60	20	75	50
<b>Zambia</b>	<b>66.5</b>	60	80	60	25	80	100	60	100	75	25
<b>Zimbabwe</b>	<b>73.5</b>	80	100	60	50	80	75	60	80	100	50

## SECTION 5

# LABOUR RIGHTS INDEX | 2024

## REGIONAL ANALYSIS



# AMERICAS

19 COUNTRIES



Country	Overall Score
Australia	87
Mongolia	85
Republic of Korea	83
Viet Nam	77.5
New Zealand	74
Taiwan	74
China	73.5
Laos	73.5
Japan	72.5
Philippines	68
Cambodia	67.5
Myanmar	67.5
Thailand	64
Indonesia	62.5
Malaysia	58.5
Singapore	49
Papua New Guinea	39.5

REGIONAL  
AVERAGE SCORE

69



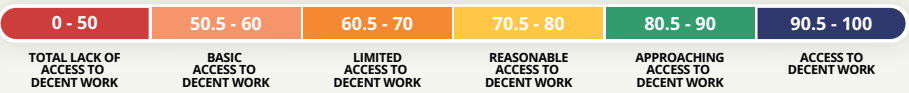


Country	Overall Score
Serbia	93.5
Moldova	91.5
Azerbaijan	90.5
Montenegro	89
Bosnia and Herzegovina	88
Kazakhstan	86.5
North Macedonia	86
Albania	84
Tajikistan	82.5
Russian Federation	82
Uzbekistan	82
Ukraine	80.5
Türkiye	80
Belarus	75.5
Kyrgyz Republic	73.5
Georgia	63

# EASTERN EUROPE AND CENTRAL ASIA

16 COUNTRIES

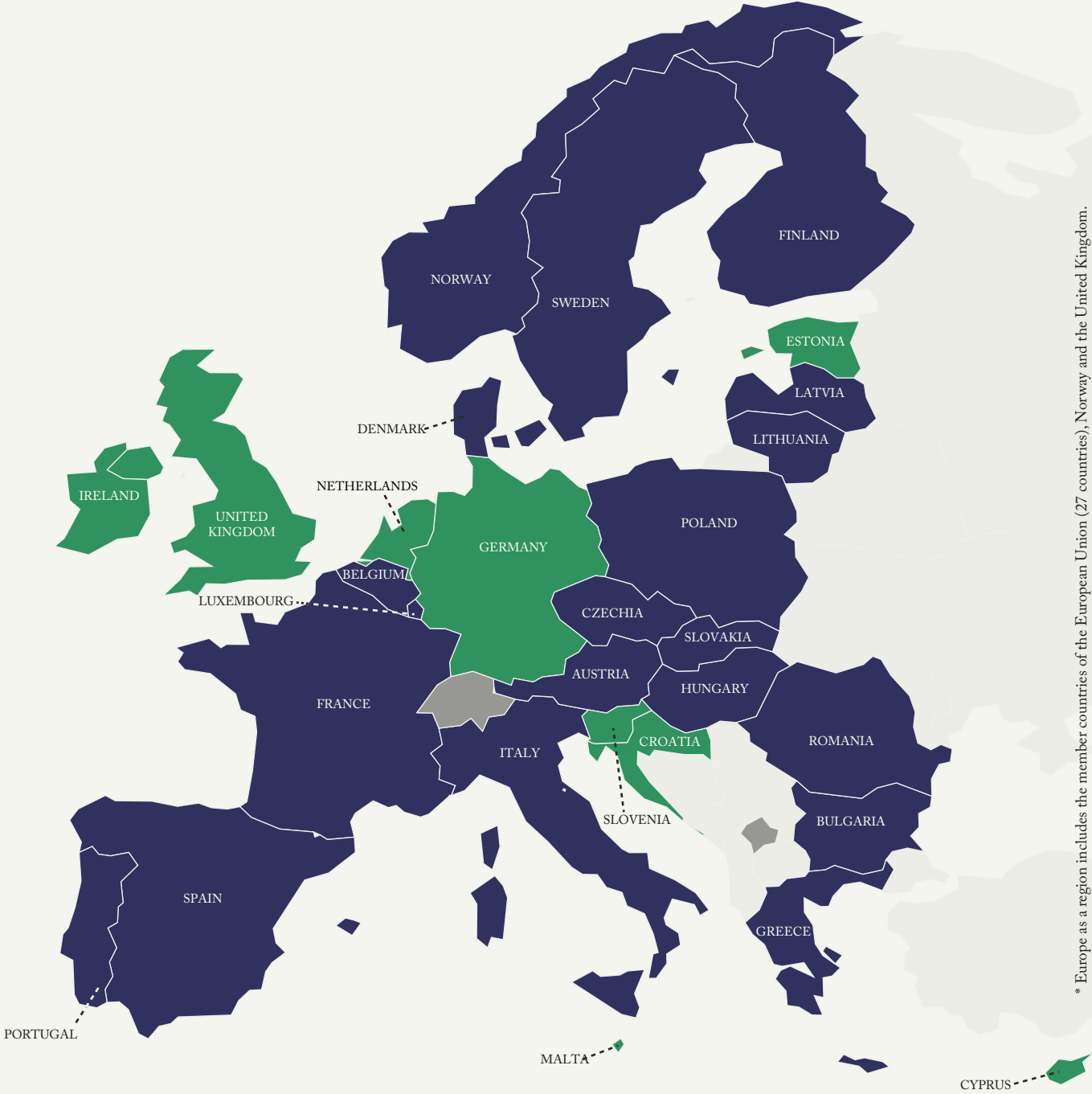
REGIONAL AVERAGE SCORE 83



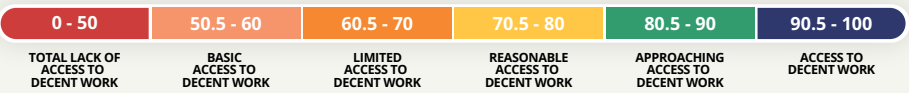
EUROPE  
16 COUNTRIES

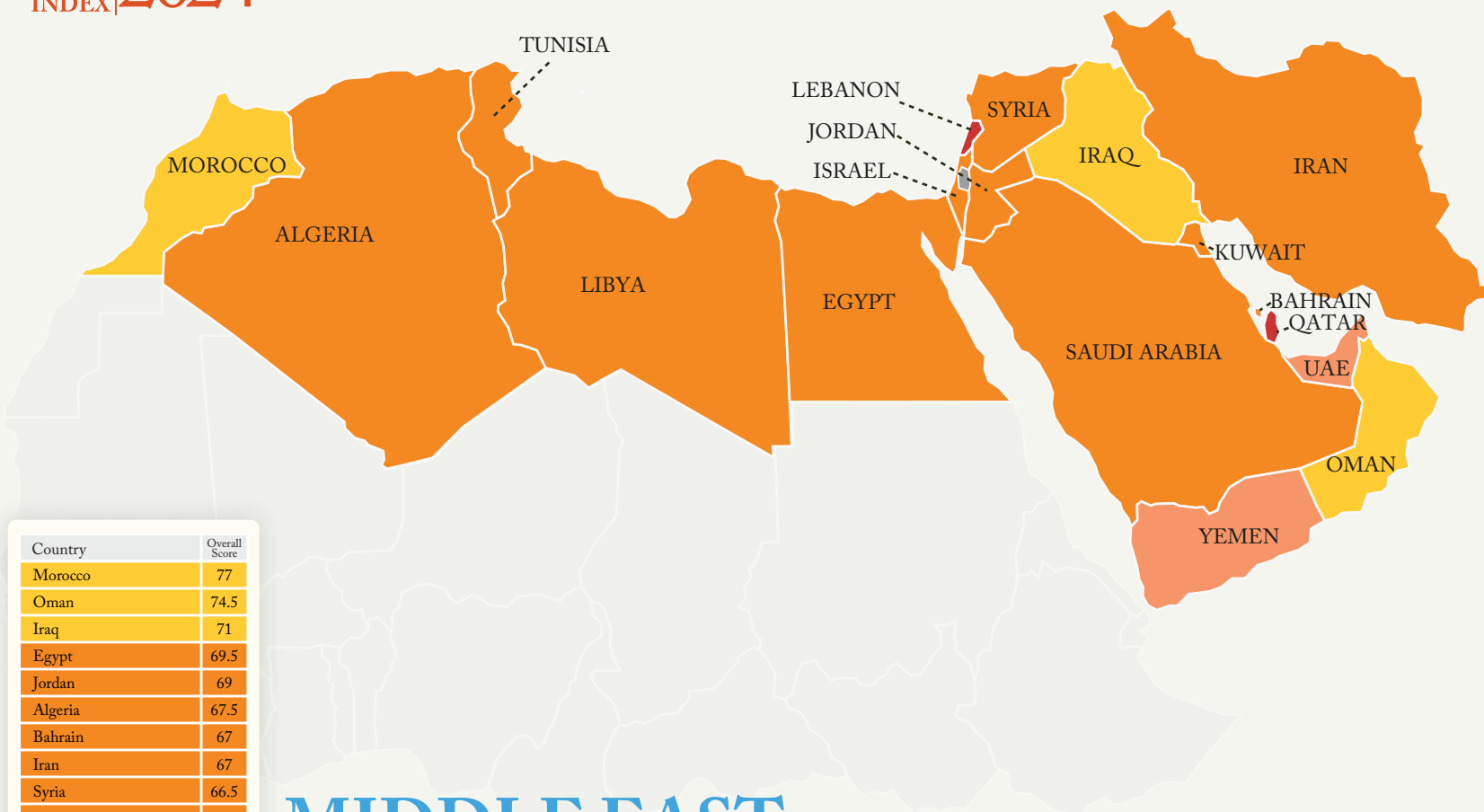
Country	Overall Score
Greece	96
Hungary	96
Belgium	95.5
Czechia	94
Finland	94
France	94
Italy	94
Luxembourg	94
Norway	94
Sweden	94
Denmark	93.5
Lithuania	93.5
Portugal	93.5
Slovakia	93.5
Latvia	93
Romania	93
Austria	92
Spain	92
Bulgaria	91
Poland	91
Netherlands	90
Slovenia	90
Croatia	89.5
Malta	89.5
Germany	88.5
United Kingdom	88
Ireland	86
Estonia	85
Cyprus	83

REGIONAL AVERAGE SCORE 92



\* Europe as a region includes the member countries of the European Union (27 countries), Norway and the United Kingdom.





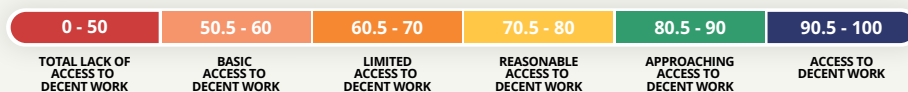
Country	Overall Score
Morocco	77
Oman	74.5
Iraq	71
Egypt	69.5
Jordan	69
Algeria	67.5
Bahrain	67
Iran	67
Syria	66.5
Israel	66
Libya	64
Tunisia	63
Saudi Arabia	62.5
Kuwait	61
Yemen	57
UAE	55.5
Lebanon	47
Qatar	47

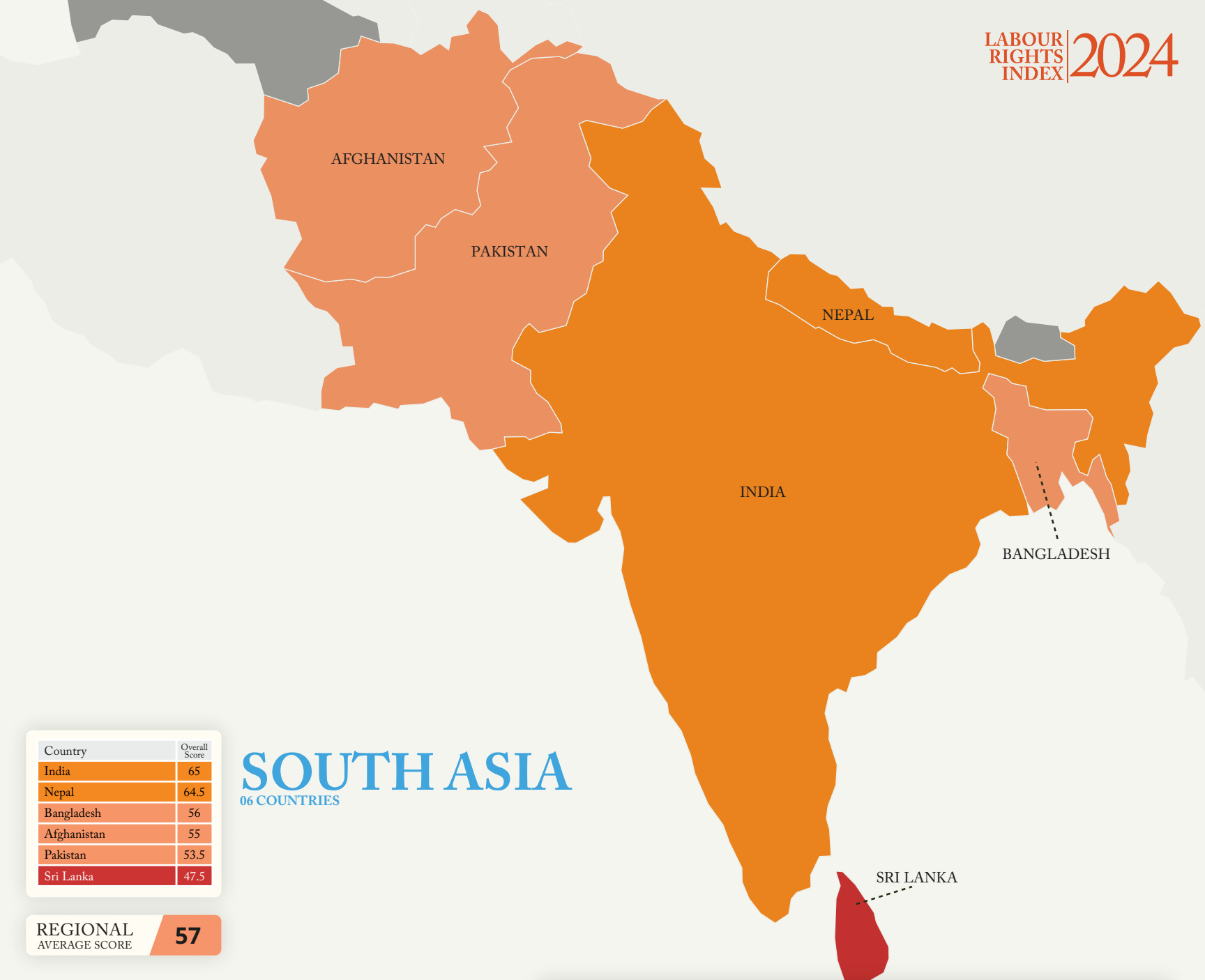
# MIDDLE EAST AND NORTH AFRICA

18 COUNTRIES

REGIONAL AVERAGE SCORE

64

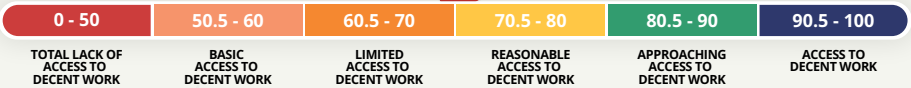




Country	Overall Score
India	65
Nepal	64.5
Bangladesh	56
Afghanistan	55
Pakistan	53.5
Sri Lanka	47.5

SOUTH ASIA  
06 COUNTRIES

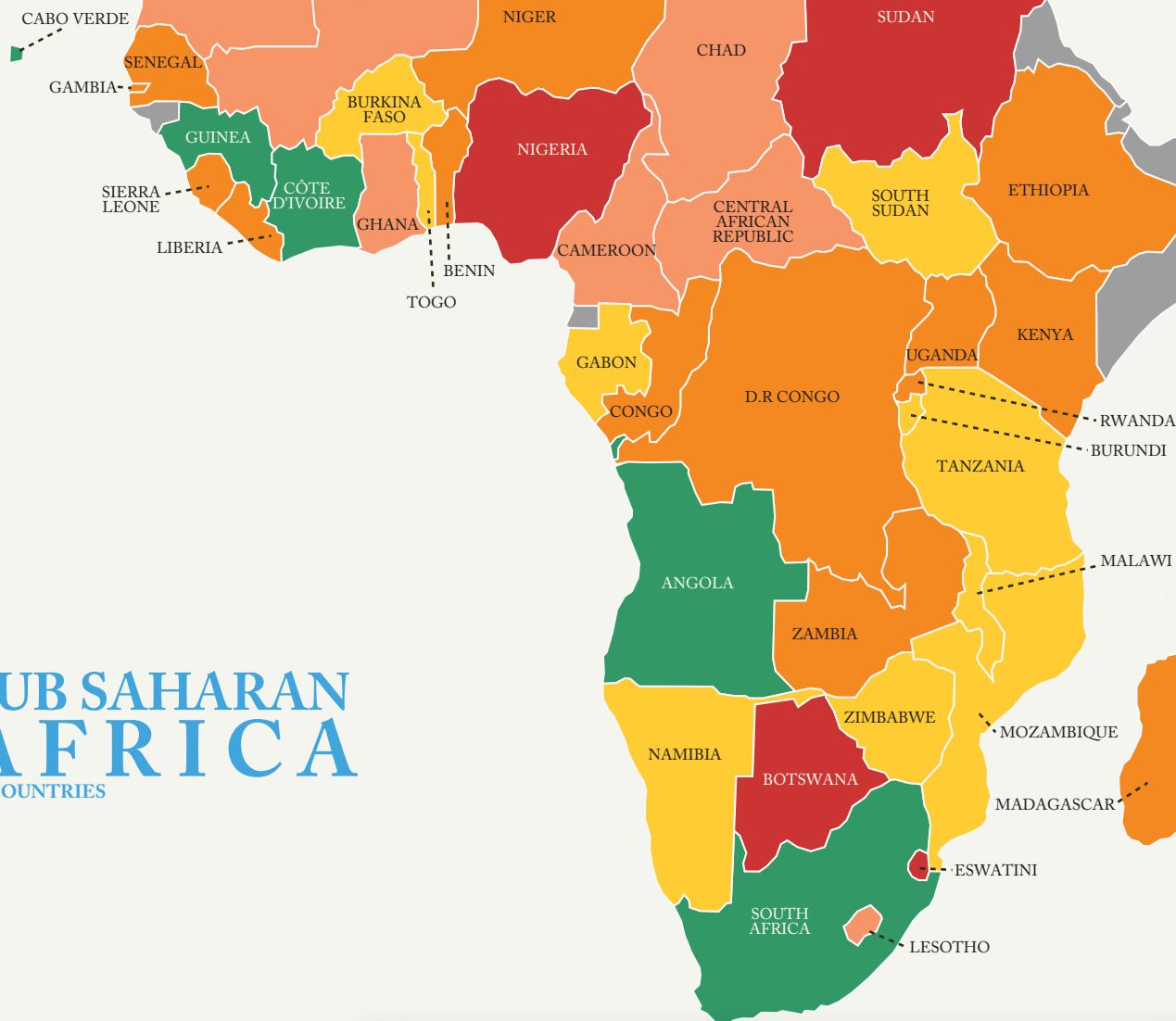
REGIONAL AVERAGE SCORE 57



Country	Overall Score
Côte D'Ivoire	84.5
Guinea	82.5
Angola	82
Cabo Verde	82
South Africa	81
Mozambique	76
Malawi	74
Togo	74
Tanzania	74
South Sudan	73.5
Zimbabwe	73.5
Burkina Faso	72
Burundi	72
Gabon	72
Namibia	70.5
Rwanda	70
Kenya	67.5
D.R Congo	67
Madagascar	67
Niger	66.5
Zambia	66.5
Benin	65.5
Congo	65.5
Uganda	65.5
Gambia	63
Ethiopia	62.5
Senegal	62.5
Sierra Leone	61.5
Liberia	61
Ghana	59.5
Cameroon	58.5
Chad	58
Mali	56.5
Mauritania	56.5
C.A. Republic	56
Lesotho	52.5
Sudan	50
Eswatini	48
Botswana	39.5
Nigeria	37

## SUB SAHARAN AFRICA

40 COUNTRIES



REGIONAL  
AVERAGE SCORE

66



## ABOUT THE LABOUR RIGHTS INDEX 2024

The WageIndicator Foundation and the Centre for Labour Research co-produced the Labour Rights Index 2024 (LRI 2024). WageIndicator Foundation, a Dutch non-profit established in 2001, works towards increased transparency in labour markets by providing access to minimum wages, living wages, and labour rights information. The Centre for Labour Research, an independent non-profit registered in Pakistan, raises awareness on workplace rights in Pakistan and produces research on comparative labour issues and labour law reform.

Labour Rights Index is a comparative tool, an international qualification standard, which allows comparing labour legislation around the world. The Index helps its users navigate the labour markets of 145 countries. It is aimed to be a tool for policymakers and provides access to the best practices in the field of labour regulation.

The Labour Rights Index analyses every aspect of the working lifespan of a worker and identifies the presence of labour rights, or the lack thereof, in national legal systems worldwide. It has 10 indicators and 46 evaluation criteria. All of these are based on substantive elements of the Decent Work Agenda and are grounded in UDHR, six UN Conventions, five ILO Declarations, 37 ILO Conventions and one protocol, and 11 ILO Recommendations. The Index provides an overall score for each of the 145 countries covered. The Labour Rights Index is a de jure index, and it measures the presence or absence of relevant legislation only. It recognises the existence of implementation gaps in legislative provisions; nevertheless, well-drafted and inclusive laws are still a precondition for attaining decent work.

LABOUR  
RIGHTS  
INDEX | 2024

