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Coding Legal Segmentation in Employment Law. The Worlds of Labour (WoL) Dataset

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Abstract

This Technical Report on the Worlds of Labour Dataset (WoL) outlines the operationalisation of data collection and coding of employment law. The WoI covers 35 indicators measuring the evolution of particular normative regulations, seven indicators measuring and defining labour law types and functions, and one that dates back to the adoption of the first labour legislation. The historical period spans from 1880 to 2022, with a focus on countries in the Global South and colonial powers. The rest of the world is covered between 1970 and 2022, or from 1991 to 2022 for former communist countries. The focus is on the three major functions of labour law: standard setting, privileging, and equalising (SPE), with partial use of the leximetric labour law database CBR-LRI (Deakin et al. 2023a).

The first part of this report describes general rules for coding the law. These Coding Instructions describe the coding objectives, principles and rules used for coding the Worlds of Labour (WoL) SPE-Index on the standard-setting (S), privileging (P) and equalizing (E) functions in worldwide national labour legislation. The second part, the Description of Indicators, contain the two template versions used, including coding instructions by variable for both WoL-SPE and CBR-LRI variables. The third part lists technical information on the countries covered by WoL, including sources for the introduction of labour regulation. This technical paper is complementary to the conceptional and theoretical articles concerning the database (Dingeldey et al. 2022; Carlino et al. 2025) and the theoretical background on legal segmentation (Mückenberger and Dingeldey 2022; Fechner et al. 2025). The commented dataset country by country as described here is published in GESIS as "WoL – The Worlds of Labour Dataset" (Fechner and Carlino 2025).*

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Coding Legal Segmentation in Employment Law. The Worlds of Labour (WoL) Dataset

Heiner Fechner and Marina Carlino*

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1. Coding Instructions

1.1 Introduction

The coding instructions describe the coding objectives, principles and rules used for coding the Worlds of Labour (WoL) SPE-Index on the standard-setting (S), privileging (P) and equalizing (E) functions in worldwide national labour legislation. It is complementary to the Working Paper "Measuring Legal Segmentation in Labour Law" (Dingeldey et al. 2020), covering the methodological aspects of the coding process more in depth, and its further elaboration in the article "Worlds of Labour: Introducing the Standard-Setting, Privileging and Equalising Typology as a Measure of Legal Segmentation in Labour Law" (Dingeldey et al. 2022).[1] It furthermore contains the template used, including coding instructions by variable for both WoL-SPE and CBR-LRI variables. The templates country by country according tot he version used are published in the open source repository GESIS as „WoL - The Worlds of Labour Dataset" (Fechner and Carlino 2025). Design and content of the technical side of the research presented here were developed in the two phases of the CRC 1342 project A03 "Worlds of Labour" with the principal investigators Irene Dingeldey and Ulrich Mückenberger, and with special impact of the sociologists specialising in quantitative research Jean-Yves Gerlitz (2018-2021) and Andrea Schäfer (2021-2025), and sociologist Jenny Hahs (2018-2021).

1.2 Geographical Scope of legislation

In general, all current internationally recognised countries with 500 000 or more inhabitants are coded in the WoL database. Additionally, a restricted number of further territories are coded, e.g. if they are covered by other databases on employment legislation such as the Cambridge-based "Centre for Business Rights – Labour Regulation Index" CBR-LRI (e.g. Hongkong) (cf. Deakin et al. 2023a). When completed, WoL should contain information on 165 countries with more than 500 000 inhabitants and about five more territories.

A relevant number of countries coded by us does not have continuous national legislation for the whole timeframe covered. This may be due to a federal system, to former colonial rule, to changes brought about by war or the dissolution of countries e.g. in context of the Fall of the Berlin Wall.
For all of these cases, the general rule is that the legislation is coded based on the assumption of legal continuity, reaching backwards from today´s legislation. If no national legislation or legislation otherwise covering the whole territory in today´s extension of the respective state existed, the predecessor entities will be treated as if they were today´s country or part of it as if it were a federal state. In case of a federal republic, in general, today´s most populated territory will be taken as reference. Example: the Federal Republic of Germany (FRG) started to exist as such in 1949; its most populated territory today is North Rhine-Westphalia. Between 1945 and 1949 it was governed by allied forces; between 1871 and 1945 it was the German Reich, with an emperor as its head of state (1871-1918), as a federal republic (1919-1932) and as the so-called Third Reich (1933-1945). If available, legislation for the German Reich or the totality of allied occupied territories is coded for the time before 1949, for the FRG after 1949. Where no such legislation for the complete territory existed, legislation for the state of Prussia is taken for the time between 1871 and 1945, and for the state of North Rhine-Westphalia beginning in

1 We are very grateful for the extraordinarily valuable contribution of all student assistants participating in the coding process, thus contributing to the dataset and its methodological design. Special thanks we owe to Jan-Christopher Floren, Kristina Walter, Tarek Mahmalat and Irina Kyburz for their remarkable commitment, furthermore to Julia Bode, Jessica Bonn, Daniel Euler, Maxime Fischer, Jennifer Götte, Désirée Hoppe, Alexandra Kojnow, Oguz Mermut, Karolin Meyer, Johanna Nold, Tanusha Pali, Johannes Ramsauer, Max Sudhoff and Caroline Zambiasi.

1946, with allied legislation covering this territory between 1945 and 1949 will be taken as reference if mandatory.

In federal and other historically fragmented states (e.g. colonial, split or united entities), the following standards apply:

- If there is mixed competence (concurrent or competing legislative power), only the national level legislation is coded.
- If there is or was no legislative competence at federal level or reaching today´s expansion of the state, formative legislation is coded. This selection is based on an assessment of relevance/importance of the entity with legislative power to be chosen. Central factors are (primarily) size in terms of today´s population, and (secondary) the labour force affected by legislation. In most cases, the state in which the capital city is situated will be the relevant entity.
- In the troublesome case where the stronger state level legislation is adopted before any policy enacted on national level, and later national legislation does not override state legislation but serves complementarily, state legislation will be ignored for the whole time period since the state legislation cannot be considered to represent the national standard.
- Technical information for each country is delivered in an appendix to this technical paper (Appendix C). In terms of the geographical coverage, in case that there is a discontinuity of coding concerning the legal territorial entity, specific information concerning the geographical entity, the time frame and the respective indicators affected by coding not stemming from the currently existing national level will be mentioned.
- Example: in the case of Germany, a continuous country code and coding is used in spite of territorial and legal discontinuities. Starting point is nevertheless Prussian legislation in force in 1880, later on legislation in the Weimar Republic and the Third Reich (continuously Deutsches Reich). For the time of Allied governance since 1945, legislation concerning the biggest Western German entity is coded (which was to become North Rhine-Westphalia). Territorial changes after WWI and WWII are not taken into consideration; in case the German Democratic Republic was to be coded, it would receive a special coding with another country code.

1.3 Time Scale and template versions

The time period covered has been developed in two steps so far.

In the first step completed in 2020, a total of 115 states were coded for the years 1970-2013, collecting data complementary to the Cambridge Business Research-Labour Regulation Index (CBR-LRI; Deakin et al. 2023b).[2] The relevant data were collected based on the template version 1 (22/10/2020). The data collected by CBR-LRI, although methodologically slightly different (in difference to CBR-LRI, WoL neither codes collective agreements nor jurisprudence), were not changed in this first version.
In the second step, a total of 165 countries and around five further territories are being coded for the years 1880-2023. CBR-LRI data are checked, methodologically adapted to WoL criteria and extended historically, as reflected in the revised template (02/05/2024). The revised template furthermore replaces the nominal scales of the first template by ordinal and, wherever possible, metric scales. The aim is to offer more differentiated data that is more responsive to legal changes.

2 Both the 2017 and the 2023 versions of CBR-LRI cover 117 countries. As WoL only covers countries with more than 500 000 inhabitants at the time of coding, Malta and St. Lucia have not been coded.

1.4 Legislation to be covered

The set of norms coded is restricted. Norms coded should reflect political decisions with direct legal impact on workers and employers. Thus, norms which do not have direct effects on private actors are not covered.

Therefore, constitutional norms are generally ignored, if the constitution does not explicitly order its direct effect on private actors.

Consequently, also collective agreements are not covered even if applicable to all employees, since they do not reflect deliberate political interventions into the employment relationship.

The same is finally true for court decisions. Like collective agreements, in many jurisdictions court decisions are formative for the law concerning employment relationships and thus have political influence. Nevertheless, functionally they are expected to interpret the law, not to replace governmental decisions. Exceptionally, court decisions are coded if they order the unconstitutionality or otherwise illegality of norms already coded, since they cease to have legal effect in this case.

Lastly, internal governmental norms (administrative rules and alike norms aimed at public actors only) are not coded, despite their great influence for instance on labour inspections.

In short, it is not the law applicable on the ground that is coded, but the law made by public political actors (government). This restriction will result in sometimes surprising effects in countries in which high standards are established by collective agreements or court decisions. Also, often the values coded may not reflect the legal situation on the ground, the "living law", as perceived by employers and employees, and even by legal practitioners.

Two methodological reasons were decisive for this restriction. First, the methodology of WoL had to be in line with the CRC 1342 methodology. CRC 1342 is measuring state sponsored social security, and data should reflect political decision making rather than the effective results. Secondly, pragmatic reasons strongly supported the restricted approach. It is highly challenging to collect and code historical legislation on a global scale in spite of strongly differing legal systems and approaches. Considering the resources available, it would have been virtually impossible to include the relevant jurisprudence and, even more so, collective agreements on a global and historical scale.

These differences especially in comparison with CBR-LRI on the other hand offer new possibilities for comparative approaches which focus on differences between "law in the books" and "law on the ground" on the one hand, and differences between general standards reached by collective actors and legal minimum standards on the other hand.

1.5 Coding objectives and measuring basics

The main objective of data collection and coding is to provide data on the legal conceptions for labour market intervention which build the basic protective framework for workers (for an in-depth description, see Dingeldey et al. 2020). Functionally, in order to obtain a complex picture on legal segmentation, we differentiate between three types of legal norms: (1) those that build the basic framework for the standard employment relationship concerning time for work and reproduction and dismissal protection (*standard-setting function*); (2) those that introduce selectivity and grades of protection, e.g., differentiating protective measures according to the type or size of establishment, or merits like seniority rules rewarding loyalty towards the employer (*privileging function*) and (3) those that are designed to reduce or avoid discrimination or ill-treatment of workers in a weaker position due to physical characteristics (gender, ethnicity) or in the context of non-typical contract arrangements (part-time, fixed-term, agency work) (*equalising function*). Quantification of legal concepts will help to trace the emergence, transfer and modification of models in a historical and international perspective. Indicators are put into order according to this three-dimensional logic, but of course all indicators can be used individually and also

in other combinations. Users nonetheless have to be aware that the logic of the privileging function is an exclusive or marginalising one, i.e., the more exclusive a norm is, the higher the value.

The measuring concept in terms of the standard-setting and equalising functions thus measure strength or magnitude departing from a human rights perspective, while the privileging function is captured by measuring the range of deviation from universality in terms of selectivity and gradation.

1.6 Coding Principles

The coding template and the additional country-related technical information (Country Report) serve to realise the following scientific principles:

- reliability of used sources
- correctness & accuracy of data & coding results
- transparency of results & processes
- comparability of data
- verifiability of results
- accessibility of data & results
- usability of data & results

In essence, every value assigned should be verifiable without big efforts, making legal regulations & secondary literature as far as possible accessible in the database.

1.7 General rules and standards for collecting information and coding legislation

The following general rules serve as standards for collection of information and coding legislation.

1.7.1 Exact citation of legal norms

If feasible by reasonable means, the relevant legal norms in respect of every variable and point of time to be coded shall be cited, extracted and filed. In any case, the source from which the respective law has been retrieved is named in the Country Report/list of legislation.

- Feasibility is given for all laws available in ILO databases (NATLEX, Labour Law Documents, Legislative Series, Bulletin of the International Labour Office), including the ones with working up-to-date links. Exceptionally, no feasibility is given for laws in languages without suitable translation.
- If the internet indicates that a national database is available, this resource should likewise be included for finding references.
- If official databases and accessible scientific sources do not provide suitable access to legal documents, further sources in the www are consulted. If this, with reasonable effort, has not been successful, extraction of relevant norms is considered to be not feasible in this phase of data collection.

For each country, all laws cited are identified and named (at least by short title and legal source) in the template and (long description) in the Country Report/list of legislation including the following parameters:

- name of the law (if available, original & English)
- reference of the law in the official journal (e.g. national gazette), if available, or according to the respective national citation practice
- date of adoption of the law and/or promulgation
- year of coming into force, if differing from the time of adoption/promulgation (if relevant norms

come into force later than the law as such: account is taken for each variable). This specification is of particular importance since the commencement date of a norm qualifies the point of time that is to be taken into account for coding. By considering this aspect, it is possible to demonstrate the exact point in time when a legal modification was made in a country.
- » if laws are missing but their identification is possible, these are named and specifically marked in the list of legislation
- » if the reference in the official journal etc. is not available, this is made visible in the /list of legislation

1.7.2 Exploring normative content

Generally, both the existence of a norm and its content are proven by the relevant excerpt copied and pasted into to the template. In any case, the interpretation will be done by a short comment, according to the issue´s complexity.

If proof of the normative content of relevant provisions in original language and/or translation of a norm is not viable, coding does not become impossible entirely since other factors and sources can be adduced to validate the coding. However, this aspect influences the quality of the value allocation. That is why this circumstance must be made visible by adequate explanation in comments in the template and the list of legislation, and furthermore use of the traffic-light symbology (see below). In any case, existence of regulation and its normative content should be proved by eligible available secondary literature if not self-explaining and obvious. Major secondary sources generally used independently of the respective country are

- » the Blanpain International Encyclopaedia for Labour Law and Industrial Relations (Blanpain and Hendrickx 1977-2020)
- » CBR-LRI (Deakin et al. 2023b)
- » official country reports to the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR application reports) and human rights treaty bodies committees of experts concerning the state of legislation relevant for the respective variable
- » observations, direct requests (ILO application reports/comments by supervisory bodies), the ILO EPlex database, concluding observations in the context of relevant ILO conventions and international human rights treaties (CEDAW, CERD, ICESCR etc.)
- » convention-related ILO reports covering national developments (general surveys, preparatory reports, reports on unratified conventions etc.)

For each country, the main databases used for retrieval of information should be enumerated in the Template. The list of secondary literature, if not published by UN, ILO or other International Organisations alike, referred to in the coding process should be accessible based on standards for juridical citation, which includes

- » editor, author, title, place of publication, year
- » in case of journals: name of journal, vol., number, year, pages
- » in case of internet publications: DOI (if available)/web address, date of publication, date of consultation etc.

If ILO CEACR comments, national reports to the ILO or human rights treaty bodies, EPlex entries, or concluding observations by the human rights treaty bodies are used, they should be identifiable on first view in the template. UN documents must be identifiable by the unique identifier.

- » *Template entry example 1: Direct Request (CEACR) - adopted 2016, published 106th ILC session (2017), Equal Remuneration Convention, 1951 (No. 100) - Argentina (Ratification: 1956)*
- » *Template entry example 2: United Nations, Committee on the Elimination of Discrimination Against Women (CEDAW), State Party Report, Italy, CEDAW/C/ITA/2 (1 November 1996)*

- *Template entry example 3: United Nations, Committee on the Elimination of Discrimination against Women (CEDAW), Concluding observations on the ninth periodic report of Colombia, CEDAW/C/COL/CO/9 (14 March 2019)*

Value assessment follows specific rules for each variable laid down in the template

- if regulation for blue-collar and white-collar workers or other groups of workers differs, only rules for blue-collar workers are coded.
- if the value found is not obvious based on the legal regulation and/or secondary literature cited, it has to be justified/explained
- law and/or secondary literature are to be commented if there are further peculiarities
- the Country Report/list of legislation furthermore contains information on the country´s peculiarities concern labour legislation, especially
    - historical changes of name, governmental system, colonial powers etc. in the time frame covered
    - type of labour legislation (Labour Code? dispersed legislation?)
    - Origins of labour legislation (in case of former colonies)
    - if relevant: federal system with labour legislation on state or lower level?
    - if relevant: universally applicable collective agreements typical?
    - jurisprudence taking the place of (missing) laws?
    - membership in international organisations or associations (United Nations, ILO or, in the case of countries having a British influence, the Commonwealth of Nations).
- Translation: if laws are available in another language than English/French/German, they are translated in order to verify the content. If available, the ILO source (Legislative Series etc.) should be used. Otherwise, standard translation programmes used are (in this order)
    - deepl: https://www.deepl.com/translator
    - Imtranslator: https://imtranslator.net/
    - google translate: https://translate.google.com/?hl=de

1.7.3 Treating difficult cases

There are several groups of cases to be distinguished in terms of difficulties in finding the relevant law, or coding it correctly, especially likewise if the relevant law cannot be found. The following have been especially relevant during coding. Phrases in italics refer to the action that has been taken as a standard in each case.

Difficulties with primary sources (laws) and which measures should be considered

Laws can exist in English/French/German/Spanish in a form of clear and unambiguous regulation for the whole time lapse relevant. Nevertheless, all of these aspects may cause trouble:

- Difficulties can result from language problems:
    - lack of authentic translation, but translatable (e.g. by google translator) with clear results: *fully codable even without secondary literature.*
    - translation leads to ambiguous or grammatically unclear meaning: *codable with help of secondary literature.*
    - lack of translatable original (e.g. bad quality scan): *codable only based on secondary literature.*
    - Problems due to peculiarities of the letters of the country's language to be coded. Original legal documents in the national language cannot be deciphered by project collaborators or cannot be processed for automated translation: *codable only based on secondary literature.*

- Difficulties can result from interpretation problems, e.g.
  - ambiguous meanings, in the original or in translation: *codable with help of secondary literature.*
  - groups of workers etc. (not) covered not regulated in the context of the norm, thus only detectable by systematic knowledge of legislation or with help of secondary literature: *codable with help of secondary literature – try to avoid possible mistakes probable without secondary literature.*
- Difficulties can result from insecurities in temporal coverage. In the best case, a law can be found which explicitly contains not only regulation relevant for a variable, but also an introductory note stating the aim to introduce certain regulation as completely new, thus clarifying that no preceding comparable regulation had been there. A good case leads from a current law with clear, unambiguously codable norms via a schedule of repealed laws at the end of the respective legislation to a principle law not repealing former legislation or repealing laws not containing norms relevant for the respective variable. For countries with a high GDP and publicly accessible legislation, this may often be the case. But even here typical problems can be seen at least if going back to specialized historical legislation which has not been valid for a long time.
  - laws can be available in original and/or translation only for current times. Different subgroups exist here:
    - the law with source is named in NATLEX or secondary sources by name & source, but not detectable itself via available databases: *codable only based on secondary literature. The law is put on the general research list of laws.*
    - the current and an original law is named in secondary literature, but e.g. via the repeals section of the current law it is clear that other legislation had been valid in between which is not detectable. In this case, furthermore, the original law can have the same rule as the current one, be more general than several specialized current rules, be weaker or stronger/broader or more segmenting than the current one: *codable with help of secondary literature. The other named law is put on the general research list of laws.*
    - from the repeals section, it may seem possible that some former legislation might have contained rules, but this legislation is not accessible: *codable with help of secondary literature. The law is put on the general research list of laws.*
    - from perspective of the repeals section, it might seem as if there was no former legislation, which in fact might be wrong e.g. because a former government had repealed this former legislation eradicating the whole regulative complex: *codable with help of secondary literature – try to avoid possible mistakes probable without secondary literature.*
  - laws can be available for certain times in the past, without reaching original relevant regulation: *missing parts codable only based on secondary literature.*
  - laws can be available with regulation gaps
    - containing current and first relevant legislation: *missing parts codable with help of secondary literature.*
    - containing current and former, but not first relevant legislation: *missing parts codable only based on secondary literature. The law is put on the general research list of laws, if possible.*
  - in the frequent case that the law or certain parts of it do not come into force the same year in which the law is passed, special problems arise in terms of determination of the exact dates of enactment:

        - » enactment rules may leave enactment to discretion of government agencies. In this case, it may be difficult to find the enactment decrees: *codable with help of secondary literature.*
        - » enactment rules can be overseen if they are divided between general and special coming into force: *codable with help of secondary literature.*
    - » Documents including laws can be available not indicating which alternations were being made by its respective amendments: the determination which amendment caused which legal modification must be detected with the support of the secondary literature or an intense research in the Governmental Gazette of the respective country.
- » a special problem is applicability in case of governmental discretion of enactment/suspension of legal regulations, not only, but also in case of regime changes (e.g. dictatorship): *codable with help of secondary literature.*

Difficulties with secondary sources (reports by international organisations, literature)

Secondary sources in the best case name the relevant laws and norms, their coming into force, their first appearance and their development in a codable manner, and help find and explain the relevant legislation with identical outcome. Nonetheless, several problems can arise.

- » in the worst case, there is no secondary literature available. *In this case, exact coding is only possible if the law is clear and unambiguous.*
- » a major hurdle prevails in cases in which the secondary literature and the law do not coincide:
    - » literature might err in terms of enactment: *if detected, follow the legal rule, if there is no plausible reason for the literature opinion.*
    - » literature might have overseen legal rules: *In this case, exact coding against literature should be done only if the law is clear and unambiguous.*
- » difficulties can arise if the relevant laws and norms are not named correctly or at all, but are only described. *If in consistency with the laws detected, coding is well possible. If not, exact coding is only possible if the law is clear and unambiguous.*
- » difficulties can arise if first appearance and development of norms and laws in a codable manner are not possible, especially, if description of normative content is too superfluous or exact dates (at least: years of enactment etc.) are missing. *In this case, standalone coding based on literature is not possible; exact coding is only possible with additional use of the relevant laws.*

1.7.4 Use of the traffic-light system

In order to mark the quality of data, we apply a traffic-light system. Using this method, each line is either coloured in green, yellow or red. Please make sure to mark the whole line, since parts of it will be copied into other documents and should by first sight show results.

If data are sufficiently secure, the line will be marked green. This will be the case when both law and secondary source coincide, when the secondary source alone is sufficiently clear, or when the law alone is sufficiently clear. In this case, the result doesn't have to be commented if law or secondary source do not contradict each other or, on first look, leave doubts. If after the introduction or modification of a legal norm or set of norms, the name or content of the relevant law has been changed, but (1) the value assigned to the variable based on the current legislation has not changed, and (2) there is no sign that in the time between legislation suffered great changes (e.g. because of revolution, decolonization etc.), not all changes have to be tracked and noted in detail; a green light can here be based on the knowledge of introductory and current legislation. A typical case would be antidiscrimination legislation, where changes are frequent, but regress is very rare and can easily be found in ILO comments. Where there is high (predominant) probability of a certain outcome, but based on the available information no certainty, this has to be clearly marked both by commentary and by use of the traffic-light

system, marking the result line yellow. If no legislation can be found, coding results depend on secondary literature: if there is direct or indirect proof that for the relevant time there was no regulation, the result will be commented in the comments line and marked as green. If there are only hints for the lack of legislation, it should be commented and coloured in yellow. If data are not available, either because a certain law containing them cannot be found or because in spite of the use of legal reasoning the legal situation cannot be deduced with high probability, the result should be commented and coloured in red.

In some cases, values can be assigned the red colour. If the year of enactment of a bill cannot be verified and its complexity makes it probable that enactment did not take place in the year of passing the bill, the year of passing may be used but assigned a red colour. If secondary literature clearly names the introduction of a certain mechanism but only names a decade or period, a green colour may be used for the end of that period, while a red colour might be given for earlier years based on probability deducted by other information available. Furthermore, red is used in final revision for all missing legislation which needs imputation of values for the construction of a complete dataset.

1.7.5 Use of the template

column	meaning/use	action required
First column first line: Template Version Latest coding	date of last adaptation of template. Indicates esp. changes in coding instructions. date of latest revision of coding	adoption to latest template version and noting of last revision of values
First column	numbers according to template, following the SPE-numbering, but referring to CBR-LRI numbering, if relevant	none
Variable	name of the variable in WoL and CBR-LRI	none
Value assessment	explanation of different values to be assigned for legal regulation. The general principle behind values in the segmentation variables is "0=universal; 1=strong segmentation/exclusion" – no protection as well is universal; in the standard-setting variables (CBR-LRI): "high protection=1; no protection=0"	none
Template revisions	differences between first WoL template 2020 (or CBR-LRI template) and second WoL template	none
WoL Value 1	value according to WoL value assessment concerning the indicators developed by the WoL project; CBR-LRI values stay unchanged unless their values are reversed (P.6 = CBR-LRI 1 and P.7 = CBR-LRI 18)	one value per legal regulation/year. If there is no legal regulation at all for the relevant time, marked 0. If result is not clear & unquestionable but probable, marked yellow. If value is unclear due to source problems but the existence of a regulation probable, marked red.
WoL Value 2	value according to WoL value assessment template 2024; CBR-LRI indicators have been checked and adapted to WoL criteria (no court decisions, no collective agreements are coded)	one value per legal regulation/year. If there is no legal regulation at all for the relevant time, marked 0. If result is not clear & unquestionable but probable, marked yellow. If value is unclear due to source problems but the existence of a regulation probable, marked red.

column	meaning/use	action required
Year/period	year of coming into force of regulation or reference year for assessment if no relevant legislation could be found	if there is proof or strong indication that there was no relevant legislation before, the reference year is 1880 (and in column value: 0). If it is entirely unclear whether before a certain year successfully coded there had been relevant legislation, marked red for the time period to be covered (1970 or 1880, or the time period for which legislation is unclear by marking the first year for which there is no value) One line per result/new line for each new normative content – the first line is the newest one – e.g.: 2003 = value 1; 1965 = value 0,5; 1880 = 0.
Justification of value, commentary	especially for cases unclear from wording of norm and/or secondary source and for necessary comments of results (see traffic-light system). Also to be used for cases which by default are to be commented. Furthermore for observations, e.g. if rules apply to certain groups only (e.g. only white-collar workers are covered by the law which therefore does not receive a value)	if the value assigned for the norm is not self-explaining by obvious grammatical meaning of the norm alone or in connection with the secondary source, the value assigned is accompanied by an explanation. It also contains observations are made while coding.
Extract of norm(s) (original language)	in case the original language is not English, if available, the original language version of the norm is added	
extract of norm(s) (English translation)	space used for the norm(s) (article(s), paragraph(s)) used to assess value	exact extract of law in English, and the short form of the law used
Legal reference (law/ official source)	space used to name the law or other legal source (decree, regulation etc.) and its official source (gazette), including original name, year & publishing source according to national customs	complete title of law and source in English (and original language in the extent needed for clear identification, if unofficial translation). The complete title should be in the table of the list of references; it can either be copied or a short version used if clear.
Literature/ Secondary source	space used to quote secondary source used for coding / assessing value	information on secondary source & page & quotation, if used as necessary source for coding
Commentary to Secondary source/ literature or de facto application	space used to comment missing secondary sources, unclear or inexact meaning or application known to deviate from legal norms etc.	use if literature results need to be commented.

2. Worlds of Labour: Description of Indicators

The set of indicators described here has been designed to compare and visualise legal concepts for employment relationships enacted by governments in the form of laws. The data must reflect the materialisation of political concepts in legal form. The goal of the completed dataset is, among others, to allow to trace the historical emergence and the evolution of such legal conceptions, as well as the international influences that have shaped this process. Thereby, despite their importance to the legal framework in practice, judicial precedents and collective agreements have not been considered.

The following description of indicators covers both used templates. The first template (2021) employs a simplified conception for WoL indicators. Since the complexity of legal conceptions and forms of legislation was not clear at first, particularly with regard to countries in the Global South and historical legislation, the indicators attempted to grasp rough legal rules. It incorporated 23 original CBR-LRI indicators in order to extend them in terms of countries and time covered. The CBR-LRI indicators have been first published in 2017 and updated in 2023 without changes in their wording or conception. The second template (2024) adapted the construction of indicators to the differentiated value assessment of CBR-LRI, particularly to increase visibility of legal changes while removing jurisprudence and collective

agreements from all indicators originally developed by CBR-LRI (with the exception of indicator CBR-LRI 1/WoL 6, which reconstructs the characterisation of the employment relationship according to the law; overlooking jurisprudence in this instance would not have led to any beneficial results).

The description of indicators follows a general order. The initial step involves detailing the object and measuring scale of the indicator. In a second step, the value assessment established in the three relevant templates (CBR-LRI template 2017/2023, WoL template 2021, WoL template 2024) is quoted, highlighting the differences between the original and the 2024 version. The subsequent step provides a description of the rationale behind each respective indicator. In an effort to enhance the clarity of the coding process and its associated values, common sources for establishing the relevant value are identified, with particular emphasis on international conventions and their application. The discussion finally addresses assessment standards and examples for intermediate values.

2.1 Indicators concerning the standard-setting function of employment legislation

The rationale behind the indicators concerning the standard-setting function of employment legislation (indicators starting with "S") is to measure basic legislation established to limit the extension of exploitation of workers in terms of time and the stability of the employment relationship. The standards established represent fundamental norms concerning the general level of employment protection and the implementation of human rights-based approaches to labour law. Limitations to working time serve to guarantee workers´ health, ameliorate the reconciliation between work and family life, and further the general freedom of action and personal development of workers.

2.1.1 S.1 (former CBR-LRI 9) – Annual leave entitlement

Object

Measures the legal minimum entitlement to paid annual leave in working days.

Measuring scale

Metric (30 days = 1).

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the normal length of annual paid leave guaranteed by law or collective agreement. The same score is given for laws and for collective agreements which are de facto binding on most of the workforce (as in the case of systems which have extension legislation for collective agreements). The score is normalised on a 0-1 scale, with a leave entitlement of 30 days equivalent to a score of 1.

Version 2 (2024):

Measures the normal length of annual paid leave guaranteed by statutory law. The score is normalised on a 0-1 scale, with a leave entitlement of 30 days equivalent to a score of 1.

Differences between versions

New template measures only statutory law.

Rationale

Paid annual leave is essential for employees to protect their health and to participate in social and cultural life. It provides them with the necessary time for reproductive responsibilities and family commitments while also capping the total annual working hours.[3] Public holidays are recorded separately in

3 ILO 2018, p. 103.

S.2. A possible increase in entitlement due to increasing length of service (seniority) is not recorded, as our focus remains on the minimum standard.

Sources: National Legislation & International Labour Standards

Annual leave entitlements are usually regulated in the general labour laws. In the Romance legal family, there are cases in which primary legislation (Law, Act) establishes the right of workers to annual paid leave, but devolves to secondary legislation (decrees, ordinances, etc.), the task to specify the exact number of annual days of paid leave to which workers are entitled. In other legal families, separate acts regulating leave are often found. In doubtful cases, the General Reports on working hours and the reports to the ILO Committee of Experts on the Application of Conventions should be consulted; alternatively, the reports to the Committee of Experts of the International Covenant on Economic, Social and Cultural Rights (CESCR). In case of doubt or missing data, the General Reports and older ILO reports to the International Labour Conferences should be consulted. Corresponding ILO reports are available from the years 1925[4], 1935[5], 1952[6], 1964[7], 1970[8], 1984[9], 2011[10] and 2018[11].The ILO Conventions C052 and C132 deal with the annual holiday entitlement under the title 'Holidays with Pay.' They also reflect the evolution of the global minimum standard. According to Art. 2 C052 of 1936, all employees are entitled to at least 6 working days of annual leave (starting point is the 6-day week); Art. 2 C052 also provides for a seniority-based increase in annual leave entitlement. Whereas, according to C132 of 1970. annual entitlement increased to at least three weeks of paid leave i.e., 15 working days within the meaning of the WoL variable. It follows from Art. 6 (1) C132 and Art. 2 (3a) C052 that public holidays are not covered by the Convention. ILO Recommendation R047 (1936) does not contain any indication on the number of days but does contain a proposal for a regulation on the length of leave based on seniority.

A glance at the ratification of the conventions allows to determine when related legal regulations can be expected and follow their legal developments, on the basis of the regular reports that the State Parties must submit to the Committee of Experts after ratification, allowing the Committee to submit direct requests.

Assessment standards and examples for intermediate values

The calculation of the 30-day entitlement is based on a five-day week. If the working week is six days and the leave is calculated accordingly, a conversion is necessary.

Example: 18 days paid leave = 3 weeks = 15 days calculated = 0.5.

Unlike other variables derived from the CBR-LRI, this one does not assume an employee with three years of service to calculate the value assigned. This means that the minimum standard (in case of doubt: one year) is always taken into account; in some countries, the longer an employee works for a company, the more leave she/he is entitled to, meaning that different values would apply to an employee with three years of service.

Minimum employment duration requirements for paid leave eligibility are not taken into account but can be indicated in the commentary, as it might constitute valuable information for researchers.

V1

4 International Labour Office 1925.
5 International Labour Office 1935.
6 International Labour Office 1952.
7 International Labour Office 1964.
8 International Labour Office 1970.
9 International Labour Office 70th session, 1984.
10 ILO 2011b.
11 ILO 2018.

CBR-LRI: United Kingdom: 1970: 0.5; 1980: 0; 1998: 0.5; 1999: 0.67; 2008: 0.8; 2009: 0.93;

"There was no legislation in the UK on paid leave or paid holidays until legislation brought the EC Working Time Directive (93/104/EC) into effect in 1998 (SI 1998/1833). However, prior to 1980. national collective agreements provided an effective floor of rights in manufacturing and elsewhere, since they could be extended to cover non-federated employers using fair labour standards laws of various kinds. Since national collective agreements covered both leave and holiday rights, these entitlements can be seen as having a near-mandatory force. See Deakin and Morris, Labour Law, 5th. ed., 2005, paras. 4.71 et seq. From the early 1970s, a norm of 3 weeks of paid leave (15 working days) and 8 paid holidays was widely observed. In the early 1980s, a 4-week period of paid leave (20 working days) became the norm. However, from 1980 onwards, fair labour standards laws were weakened, with the result that minimum entitlements to leave and holiday rights no longer had the near-mandatory force they had once had. Schedule 11 of the Employment Protection Act 1975 was repealed with effect from 1980 (this was the most important change) and the Fair Wages Resolution 1946 (affecting public sector contracts) with effect from 1983. The Working Time Regulations 1998 provided initially for a 3-week period of statutory paid leave, rising to 4 weeks from 1999, 24 days from 2008, and 28 days from 2009. Note however, that this period of mandatory 'leave' includes 'holidays', so there is some difficulty in distinguishing between 'leave with pay' and 'paid holidays' from this point onwards."

V2

WoL United Kingdom 1880: 0; 1998: 0.5; 1999: 0.67; 2008: 0.8; 2009: 0.93

Formal employment legislation providing for generalised paid leave was only introduced in 1998 in fulfilment of the European working time directive. Since then, WoL and CBR-LRI values coincide.

However, prior to 1980. national collective agreements provided an effective floor of rights in manufacturing and elsewhere, since they could be extended to cover non-federated employers using fair labour standards laws of various kinds. Since national collective agreements covered both leave and holiday rights, these entitlements can be seen as having a near-mandatory force. See Deakin and Morris, Labour Law, 5th. ed., 2005, paras. 4.71 et seq. From the early 1970s, a norm of 3 weeks of paid leave (15 working days) and 8 paid holidays was widely observed. In the early 1980s, a 4-week period of paid leave (20 working days) became the norm. However, from 1980 onwards, fair labour standards laws were weakened, with the result that minimum entitlements to leave and holiday rights no longer had the near-mandatory force they had once had. Schedule 11 of the Employment Protection Act 1975 was repealed with effect from 1980 (this was the most important change) and the Fair Wages Resolution 1946 (affecting public sector contracts) with effect from 1983. The provisions outlined in collective agreements that lack general statutory binding status (e.g. via extension mechanism) are not coded by WoL.

2.1.2 S.2 (former CBR-LRI 10) – Public Holiday Entitlements

Object

Measures the number of paid public holidays.

Measuring scale

Metric (18 days = 1).

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the normal number of paid public holidays guaranteed by law or collective agreement. The same score is given for laws and for collective agreements which are de facto binding on most of the

workforce (as in the case of systems which have extension legislation for collective agreements). The score is normalised on a 0-1 scale, with an entitlement of 18 days equivalent to a score of 1.

Version 2 (2024):

Measures the normal number of paid public holidays guaranteed by statutory law. The score is normalised on a 0-1 scale, with an entitlement of 18 days equivalent to a score of 1.

Differences between versions

New template measures only statutory law.

Rationale

Paid public holidays give employees additional days off work with an entitlement to wages – in addition to their annual paid leave entitlement. They are not counted as part of the annual leave; further reduce the annual working hours; give employees time to engage in reproductive and cultural activities, family and social participation, contributing to enhancing workers' health protection.

Sources: National Legislation & International Labour Standards

Holiday regulations are usually found in separate laws that are frequently renewed. However, while a generic entitlement to public paid holidays is often contained in primary legislation, the determination of the exact numbers of public holidays for which workers are entitled to wages is often left to secondary legislation (decrees, ordinances, etc.).

The ILO General Reports are unproductive on the subject of paid holidays.

Assessment standards and examples for intermediate values

It should be noted that laws or secondary legislation declaring a day as public a holiday does not automatically mean that employees are entitled to a paid day-off. Attention must be paid to the wording of the legislation. Often, the determination of whether holidays are paid is made in laws distinct from those naming the public holidays.

Public holidays (also known as bank holidays) are not to be taken into account if they do not also apply to private work.

Days declared as paid holidays on a special occasion rather than on a permanent basis, or that apply solely to specific regions or states (in the case of federations), are to be taken into account on the basis of the general rule concerning federal and other fragmented states (see Coding Instructions).

Only paid holidays that apply to all workers and not only to employees with monthly pay are to be taken into account.

Furthermore, frequent changes to holiday regulations are to be expected.

V1

CBR-LRI: Brazil: 1970: 0.28; 1981: 0.33; 2002: 0.67;

"Act 662 1949 provided for 5 days of public holidays. Law 6802 1980 introduced one more, and two more were added in a decree of 19.12.2002, with legislation from 1995 allowing for a further four, establishing a practice of 12 public holidays per year."

CBR-LRI: Botswana: 1970: 0.67; 1971: 0.72; 1982: 0.44;

"EL 1963: paid public holidays are those under the Holidays Act 1938. 1967: 12 public holidays. 1971: United Nations Day added as a public holiday. EA 1982: paid holidays not linked to the Holidays Act but to the Second Schedule: 8 paid public holidays. The number of public holidays has changed, but the number of paid public holidays under the EA has remained at 8 days."

CBR-LRI: Jordan: 1970: 0.89; 2007: 0.78;

"Jordan does not have fixed holiday dates in labour legislation or its constitution. Public holidays observed in Jordan include New Year's Day, King Abdullah's birthday, Labour Day, Independence Day, King Abdullah's accession to the throne, King Hussein Remembrance Day, and Christmas Day. In addition, religious holidays with movable dates dependent on the Islamic lunar calendar include Eid al Adha, the Feast of the Sacrifice; Eid al Fitr, the end of Ramadan; Muharram, the Islamic New Year; Mawlid al Nabi, celebration of the birth of Muhammad; and Leilat al-Meiraj, the Ascension of Muhammad. In 2007, the King and the late Kings Hussein's birthdays were removed as official holidays."

2.1.3 S.3 (former CBR-LRI 11) – Overtime Premia

Object

Measures the extra pay for overtime work.

Measuring scale

Metric (100% premium = 1)

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the normal premium for overtime working set by law or by collective agreements which are generally applicable. The same score is given for laws and for collective agreements which are de facto binding on most of the workforce (as in the case of systems which have extension legislation for collective agreements). The score equals 1 if the normal premium is double time, 0.5 if it is time and half, and 0 if there is no premium.

Version 2 (2024):

Measures the normal premium for overtime working set by statutory law. The score equals 1 if the normal premium is double time, 0.5 if it is time and a half, and 0 if there is no premium.

Differences between versions

New template measures only statutory law.

Rationale

Limiting working hours is essential for employees. This applies both in terms of health protection and in relation to the reproductive work that would otherwise have to be done, as well as in relation to employees' interest in family, social, and cultural participation. The higher the mandatory premium paid for overtime, the less attractive it is for employers to oblige their employees to work harder by ordering them to work overtime.

Sources: National Legislation & International Labour Standards

Usually regulated in the general labour law. In the Romance legal family, the relevant Code du Travail/Código de Trabajo often contains references to the regulation of overtime pay contained in secondary legislation (décrets/decretos). In other legal families, separate laws on overtime regulations are common.

In case of doubt, the General Reports on working hours and the reports to the ILO Committee of Experts on the application of Conventions should be consulted. The relevant reports are those from 1929[12] (although this only applies directly to salaried employees, it provides a broader view of regulation),

12 ILO 1929.

1933[13], 1935[14], 1938[15], 1967[16], 1984[17], 2005[18], 2011[19] and 2018[20]. The reports to the Committee of Experts of the International Covenant on Economic, Social and Cultural Rights (CESCR) should also be considered.

The Hours of Work (Industry) Convention of 1919 (Art. 6 (2)) and the Hours of Work (Commerce and Offices) Convention of 1930 (Art. 7 (4)) stipulate a minimum additional payment of 25% per hour for overtime.

A glance at the ratification of the conventions not only shows when legal regulations can be expected but also the legal development based on the regular reports to the Committee of Experts following ratification and the possible direct requests.

Assessment standards and examples for intermediate values

Typically, there are different rules for 'normal' overtime and overtime worked at night or during public holidays or weekends. Only 'normal' overtime is to be considered here.

A common arrangement is that the first hours of overtime are paid at a lower rate and the following hours at a higher rate, so the question arises as to which value should be used as the calculation basis. Just like the CBR-LRI, we calculate a non-weighted intermediate value.

Example calculation: Ivory Coast (Arrêté n° 4808, 20 July 1953): 10% overtime premium for hours 41–48, 25% overtime premium for hours beyond 48. A maximum of 60 hours (10 hours in a 6-day week) is assumed under realistic conditions. The calculation is as follows: maximum hours of overtime: 20: 8/20: 10%, 12/20=25%: (8*0.1) + (12*0.25)/20 = 0.19.

2.1.4 S.4 (former CBR-LRI 12) – Weekend working

Object

Measures the overtime pay for work on weekends or on regular work-free days.

Measuring scale

Quasi metric (100% premium =1, but with the exception of an absolute ban on weekend work = 1).

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the normal premium for weekend working set by law or by collective agreements which are generally applicable. The same score is given for laws and for collective agreements which are de facto binding on most of the workforce (as in the case of systems which have extension legislation for collective agreements). The score equals 1 if the normal premium is double time, 0.5 if it is time and a half, and 0 if there is no premium. Also score 1 if weekend working is strictly controlled or prohibited.

Version 2 (2024):

Measures the normal premium for weekend working set by statutory law. The score equals 1 if the normal premium is double time, 0.5 if it is time and a half, and 0 if there is no premium. Also score 1 if weekend working is strictly controlled or prohibited.

13 ILO 1933.
14 ILO 1935.
15 ILO 1938.
16 ILO 1967.
17 International Labour Office 70th session, 1984.
18 ILO 2005b.
19 ILO 2011b.
20 ILO 2018.

Differences between versions

New template measures only statutory law.

Rationale

The opportunity for rest provided by weekly days off serves to reproduce one's ability to work and for recreation. The weekend off is particularly important in this regard, as it also serves to protect the family, promote cultural participation, and allow for personal development. The issue under investigation is how strictly the law defines the weekend as time off from work. In the case of particularly high overtime pay and an absolute ban on working, the use of employees during the weekend is particularly unattractive for the employer, due to the high additional financial burden.

Sources: National Legislation & International Labour Standards

Usually regulated in the general labour law. In the Romance legal family (especially French legacies), the relevant Code du Travail/Código de Trabajo usually contains guidelines on weekend working with references to decrees regulating exceptions. In other legal families, separate laws on overtime regulations are often found. In case of doubt, the General Reports on working hours and the reports to the ILO Committee of Experts on the conventions should be consulted; alternatively, the reports to the Committee of Experts of the International Covenant on Economic, Social and Cultural Rights (CESCR). Relevant reports exist from 1921[21] and in the reports on working hours – see sources for variable S.3.

According to the Weekly Rest (Industry) Convention C014 from 1921, Art. 2 (3), and the Weekly Rest (Commerce and Offices) Convention C106 from 1957, Art. 6 (3), the weekly day off should be granted to everyone at the weekend if possible.

Art. 2 C014 reads: '1. The whole of the staff employed in any industrial undertaking, public or private, or in any branch thereof shall, except as otherwise provided for by the following Articles, enjoy in every period of seven days a period of rest comprising at least twenty-four consecutive hours. 2. This period of rest shall, wherever possible, be granted simultaneously to the whole of the staff of each undertaking. 3. It shall, wherever possible, be fixed so as to coincide with the days already established by the traditions or customs of the country or district."

Art. 6 C106 reads: '1. All persons to whom this Convention applies shall, except as otherwise provided by the following Articles, be entitled to an uninterrupted weekly rest period comprising not less than 24 hours in the course of each period of seven days. 2. The weekly rest period shall, wherever possible, be granted simultaneously to all the persons concerned in each establishment. 3. The weekly rest period shall, wherever possible, coincide with the day of the week established as a day of rest by the traditions or customs of the country or district. 4. The traditions and customs of religious minorities shall, as far as possible, be respected.'

A glance at the ratification of the conventions not only makes it possible to determine when legal regulations can be expected but also to understand legal developments based on the regular reports to the Committee of Experts following ratification and any direct requests.

Assessment standards and examples for intermediate values

Often, overtime arrangements include a separate overtime pay for weekend overtime. It is important to note that this does not apply if work on Sunday does not result in overtime because another day off is granted in compensation.

What we do not show is whether there are substantial limits to weekend work (e.g., is weekend work only allowed in industries where the nature of the work does not allow not working on weekends?).

21 ILO 1921.

The law often states that 24 hours of rest per week must be granted and that these must usually be given on Sundays – but that work can also be done on Sundays if another day off is given instead. If this is not linked to overtime pay, a value of 0 is justified: the law mandating a weekly rest day only indicates a preference for Sundays, but it is in principle irrelevant to the employer since he does not suffer any kind of disadvantage from using the staff on Sundays.

South Africa: The amendment to the Factories, Machinery and Building Work Act 22 of 1941 introduced a section 20(2)(a) in the act. According to this provision, if a worker works not more than four hours on a Sunday, s/he receives pay of an ordinary weekday; if s/he works more than four hours, s/he receives double pay either in respect of the whole time worked on a Sunday or double pay in relation to a normal workday (the amount that's greater), or one and one-third pay and special leave. Weekend work is controlled, but the measures can be circumvented if an employee works not more than four hours. That is why the value is set to 0.75 since the value 1 would imply that double pay would be the standard.

2.1.5 S.5 (Former CBR-LRI 13) – Limits to overtime working

Object

Measures the limitation of overtime work.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the maximum weekly number of overtime hours permitted by law or by collective agreements which are generally applicable. The score equals 1 if there is a maximum duration to weekly working hours, inclusive of overtime, for normal employment; 0.5 if there is a limit but it may be averaged out over a reference period of longer than a week; and 0 if there is no limit on any kind.

Version 2 (2024):

Measures the maximum weekly number of overtime hours permitted by statutory law. The score equals 1 if there is a maximum duration to weekly working hours, inclusive of overtime, for normal employment; 0.5 if there is a limit but it may be averaged out over a reference period longer than a week; and 0 if there is no limit of any kind.

Differences between versions

New template measures only statutory law.

Rationale

Limiting working hours is essential for employees. This applies both in terms of health protection and in relation to the reproductive work that would otherwise have to be performed, as well as in relation to the employee's interest in participating in family, social, and cultural life. It is measured whether the legislator sets a maximum working hours limit to protect employees, which must not be exceeded even with overtime. We assume that only a limit on weekly working hours ensures effective protection, which justifies a value of 1. In this variable, we do not measure how many hours the maximum working hours fall on in each case. P.7, on the other hand, measures the maximum working hours in one day.

Sources: National Legislation & International Labour Standards

In the Romance legal family, the relevant labour law usually provides a limit for the normal working week, defines any working hour in excess as overtime, and refers to a decree for the regulation of over-

time (both in terms of its limitation and in terms of its remuneration). In other legal families, separate laws on overtime arrangements are common. In case of doubt, the General Reports on working hours and the reports to the ILO Committee of Experts on the Application of Conventions and Recommendations should be consulted; alternatively, the reports to the Committee of Experts of the International Covenant on Economic, Social and Cultural Rights (CESCR) should be consulted. The relevant reports are those on working hours – see sources for variable S.3.

According to the Hours of Work (Industry) Convention C001 of 1919 (Art. 5 (2); industrial work) and the Hours of Work (Commerce and Offices) Convention C030 of 1930 (Art. 6; services) it is intended to ensure that working hours, including overtime, do not exceed 48 hours per week; the Forty-Hour Week Convention C047 from 1935 merely declares the 40-hour week to be a principle to be recognised, without any specific legal obligations. The 48-hour week stipulated in Conventions C001 and C030 is the average value that can be derived from a longer reference period. According to our value assessment, these regulations correspond to a value of only 0.5.

A look at the ratification of the conventions can not only be used to determine when legal regulations can be expected but also to understand legal developments based on the regular reports to the Committee of Experts following ratification and the possible direct requests.

Assessment Standards and Examples for Intermediate Values

A standard case for 0.5 is a regulation in which the law provides for an annual cap on overtime.

Senegal: a value of 1 is given both for 1953 and 2006, since there are strict limitations, although the number of maximum hours differs:

1953: Art. 112 Overseas Labour Code: "[...] Orders of the head of the territory, issued after the opinion of the labour advisory commission, will determine per branch of activity and per professional category [...] the maximum duration of overtime that can be worked in case of urgent or exceptional work and seasonal work."

2006: Decree 2006-1262: "Art. 1: The provisions of Article 11 of Decree No. 70-183 of 20 February 1970. laying down the general system of derogations from the legal working time, are repealed and replaced by the following provisions:" / Art. 11:"An annual quota of overtime hours, which may be worked after the labour inspector has been informed, is fixed at one hundred hours per year and per worker. / A higher or lower quota may be set by an agreement or an extended collective agreement. Overtime worked beyond the annual quota set out in the first paragraph of this article shall be authorised, up to a maximum of ten hours per week and per worker, by the Labour Inspector [...]."

2.1.6 S.6 (former CBR-LRI 14) – Duration of the normal working week

Object

Measures the weekly normal working hours.

Measuring scale

Metric (35 hrs/week = 1; 50 hrs/week or more = 0).

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the maximum duration of the normal working week exclusive of overtime. The score is normalised on a 0-1 scale with a limit of 35 hours or less scoring 1 and a limit of 50 hours or more, or no limit, scoring 0. The same score is given for laws and for collective agreements which are de facto binding on most of the workforce (as in the case of systems which have extension legislation for collective agreements).

Version 2 (2024):

Measures the maximum duration of the normal working week exclusive of overtime set by statutory law. The score is normalised on a 0-1 scale with a limit of 35 hours or less scoring 1 and a limit of 50 hours or more, or no limit, scoring 0.

Differences between versions

New template measures only statutory law.

Rationale

Limiting working hours is essential for employees. This applies both in terms of health protection and in relation to the reproductive work that would otherwise have to be performed, as well as in relation to the employee's interest in participating in family, social, and cultural life. The shorter the working hours for a full-time position, the lower the employee's workload. Any additional working hours are examined in other variables.

Sources: National Legislation & International Labour Standards

In the Romance legal family, the principal labour law usually defines a normal working week. In other legal families, e.g., several European countries, such as for instance Germany, specific laws regulate working time.

Particularly in the case of older legislation, it may be necessary to deduce the normal working week from the combination of normal daily working hours and the prescribed rest day.

In case of doubt, the General Reports on working time and the reports to the ILO Committee of Experts on the Application of Conventions should be consulted; alternatively, or additionally, the reports to the Committee of Experts of the International Covenant on Economic, Social and Cultural Rights (CESCR). The reports on working time are relevant – see sources for variable S.3.

C030 from 1930 (Art. 3) and C001 from 1919 (Art. 2) define a standard working week of 48 hours; C047 from 1935 (Art. 1(a)) defines a standard working week of 40 hours.

The standard of C047 lags behind our value of 1, resulting in a mere 0.66 according to our value assessment.

A look at the ratification of the conventions not only makes it possible to determine when legal regulations can be expected but also to understand legal developments based on the regular reports to the Committee of Experts and any direct requests following ratification.

Assessment standards and examples for intermediate values

Certain legislations may permit extended working weeks, provided that the total number of hours worked within a given month, or a longer period as specified, does not surpass the prescribed maximum limit (averaging). The appropriate computation in this circumstance is to determine the maximum number of hours that would normally comprise the weekly maximum. For instance, in Ireland, it is permissible for a working week to exceed the legally mandated limit of 48 hours. However, it is crucial to ensure that the average number of hours worked over a specified period (typically four months) does not surpass 48 hours for most employees.

CBR-LRI: Denmark: 1970: 0.45; 1980: 0.67; 1987: 0.87;

"Secondary sources suggest that a 45-hour week was the norm through collective bargaining in the early 1970s, and that a 40-hour week was the norm in the early 1980s. From 1987, a 37-hour week became the norm, beginning with the metalworking sector."

CBR-LRI: Zimbabwe: 1980: 0;

"LA 1980. Art. 5(3): Minister may make regulations concerning hours of work for employees. Identical provision in LRA 1984, Art. 17. A 49-hour week was set by regulation for domestic workers. Otherwise, a model collective agreement stipulated 40 hours, but this was not a legally binding minimum."

2.1.7 S.7 (former CBR-LRI 15) – Maximum daily working time

Object

Measures the maximum permissible working hours per day.

Measuring scale

Metric (8 hrs/day or less = 1; 18 hrs/day or more = 0).

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the maximum number of permitted working hours in a day, taking account of rules governing rest breaks and maximum daily working time limits. The score is normalised on a 0-1 scale with a limit of 8 hours or less scoring 1 and a limit of 18 hours or more scoring 0.

Version 2 (2024):

Measures the maximum number of permitted working hours in a day set by statutory law, taking account of rules governing rest breaks and maximum daily working time limits. The score is normalised on a 0-1 scale with a limit of 8 hours or less scoring 1 and a limit of 18 hours or more scoring 0.

Differences between versions

New template measures only statutory law.

Rationale

Limiting working hours is essential for employees. This applies both in terms of health protection and in relation to the reproductive work that would otherwise have to be done and in relation to the employee's interest in participating in family, social, and cultural life. The maximum working hours, including overtime, determine the minimum amount of rest time that an employee is entitled to.

Sources: National Legislation & International Labour Standards

Typically found in conjunction with the other working time arrangements. If the maximum working hours are not explicitly stated or cannot be derived from the sum of the maximum daily working hours in conjunction with the weekly rest period, they can often be determined by using the prescribed rest periods between two work assignments. The reports on working hours are relevant here – see sources for variable S.3.

C001 from 1919 sets out in Art. 2 a maximum daily working time of 8 hours but allows for overtime and does not set any limit for the maximum working time per day, including overtime.

C030 from 1930. on the other hand, sets out in Art. 4 (1c) and in Art. 6 that the daily working time should not exceed 10 hours per day, including overtime. For us, this corresponds to a value of 0.8.

A glance at the ratification of the conventions not only makes it possible to determine when legal regulations can be expected, but the regular reports to the Committee of Experts and any direct requests that may arise from ratification also help to track legal developments.

Assessment standards and examples for intermediate values

The minimum rest period plus the minimum break times should also be used for calculating the maximum daily working hours if applicable. For example, if a minimum rest period of 12 hours must be observed

between two shifts, but a break of at least 30 minutes must also be observed during working hours, then the maximum daily working hours in the absence of further specifications corresponds to 11 hours and 30 minutes.

V1

For instance, in Italy it is deduced from the provision of a daily rest of 11 hours and the imposition of a break of no less than 10 minutes, for working shifts lasting more than 6 hours. The average daily maximum working time is then calculated to be 12 hours and 40 minutes.

CBR-LRI: Georgia: 1991: 0.7; 2006: 0.6;

"GSSR (Georgian Soviet Socialist Republic) LC 1973: a maximum daily working time of 7 + 4 hours is given for 6-day working weeks, but no express maximum daily working time is given for a 5-day week (it is to be determined in consultation with the Trade Union Committee). LC 2006 and 2010. 2013 Art. 14: 12 hours minimum daily rest. OLG 2020 amendment: 12 hours minimum now in Art. 24(4)."

CBR-LRI: Sudan: 1970: 0; 1997: 0.55; 2017: 0.6;

"EEPO (Employers and Employed Persons Ordinance) 1949, Art. 13(1): normal working day of 8.5 hours but no limit on overtime at this point. ILRA (Individual Labour Relations Act) 1981, Art. 19(1): 8.5 hours. LA 1997: 12.5 hours (8.5 hours daily maximum plus 4 hours of overtime). LA 2017, up to nine hours a day, and up to 3 hours over time."

2.1.8 S.8 (former CBR-LRI 16) – Legally mandated notice period

Object

Measures the length of the statutory notice period in weeks.

Measuring scale

Metric (12 weeks = 1).

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the length of notice, in weeks, that has to be given to a worker with 3 years of employment. Normalise the score so that 0 weeks = 0 and 12 weeks = 1.

Version 2 (2024):

Measures the legally set length of notice, in weeks, that has to be given to a worker with 3 years of employment. Normalise the score so that 0 weeks = 0 and 12 weeks = 1.

Differences between versions

New template measures only statutory law.

Rationale

Employees are existentially dependent on the income from their employment relationship; therefore, termination of this relationship by the employer also means the termination of the employee's ability to make a living. A mandatory notice period gives the employee the opportunity to make other arrangements to make a living in good time,[22] such as looking for another job.

22 ILO, 2008, Note on Convention No. 158 and Recommendation No. 166 concerning termination of employment, P.3

Sources: National Legislation & International Labour Standards

In the former Anglo-Saxon colonies, notice periods are typically enshrined in the Labour Code – regardless of whether specific protection against dismissal has been developed, which may also be found in a special law. In the Romance legal family, the notice period is usually regulated either in the main labour law or in decrees to which it refers. In some cases, the notice period is also regulated in the Civil Code or the Civil Law.

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000. and the 2011 overview concerning termination of employment instruments.

According to the Termination of Employment Convention, 1982 (No. 158), Art. 11, a notice period must be established for termination by the employer, provided that the termination is not based on serious misconduct on the part of the employee that would justify extraordinary termination. The Convention does not address the length of the notice period.

A glance at the ratification of the conventions not only makes it possible to determine when legal regulations can be expected but also to understand the legal development based on the regular reports to the Committee of Experts following ratification and the possible direct requests.

Assessment standards and examples for intermediate values

Since we measure limited access to protection against unfair dismissal (which can only take effect after the probationary period, for example) and privileged regulations for long-term service elsewhere, we adopt the CBR-LRI criterion of an employee with three years of service to calculate an average value. In the case of notice periods differentiated by the wage period (daily, weekly, fortnightly, monthly), we assume a typical blue-collar worker to be paid on a weekly basis; if no weekly basis is foreseen in the law, we assume payment on a daily basis.

The duration of the statutory notice period may vary based on the frequency of wage payments, such as daily, weekly, fortnightly, or monthly. Given that, especially for older legislation, it is challenging to locate reliable sources that specify the most commonly applied wage periods for workers, the weekly wage rate is regarded as a reasonable intermediate reference point.

V1

CBR-LRI: Sweden: 1970: 0; 1974: 1; 1997: 0.67;

"Before 1974, only employees over the age of 45 had a legal right to receive notice. From 1974, the Employment Protection Act provided for notice rights on an age-related sliding scale. For an employee with 3 years' service, 4 months was the average entitlement. From 1997, an employee with 3 years of service is entitled to notice of 2 months."

CBR-LRI: United States of America: 1970: 0; 1989: 0.71;

"Employers with in excess of 100 employees (who worked more than 6 months in the previous year and for more than 20 hours per week) must give 60 calendar days advance written notice of the plant closing and mass layoffs affecting more than 50 employees at a single site of employment - Worker Adjustment and Retraining Notification Act 1988 (WARN)."

V2

WoL would not consider collective dismissal regulations, since in these cases public interest prevails; in individual protective terms, US legislation would be coded with "0" (WoL version 2).

2.1.9 S.9 (former CBR-LRI 17) – Legally mandated redundancy compensation

Object

Measures the amount of the statutory redundancy payment in the event of termination in weeks.

Measuring scale

Metric (12 weeks after 3 years = 1).

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the amount of redundancy compensation payable to a worker made redundant after 3 years of employment, measured in weeks of pay. Normalise the score so that 0 weeks = 0 and 12 weeks = 1.

Version 2 (2024):

Measures the amount of legally set redundancy compensation payable to a worker made redundant after 3 years of employment, measured in weeks of pay. Normalise the score so that 0 weeks = 0 and 12 weeks = 1.

Differences between versions

New template measures only statutory law.

Rationale

Employees are existentially dependent on the income from their employment relationship; a termination of this by the employer therefore also means the termination of the employee's ability to make a living. A redundancy payment that is mandatory upon termination cushions the consequences for the employee and provides a financial bridge from which those affected can look for another job or start their own business.

Sources: National Legislation & International Labour Standards

One of the oldest severance payment traditions is to be found in Latin American labour law, where severance pay is only supplemented by unemployment insurance in a few cases. In the Romance legal family, severance pay is usually regulated either in the main labour law or in decrees to which the latter refers.

Art. 12 (1a) of the Termination of Employment Convention of 1982 (C158) provides for a claim by employees to severance pay in the event of termination. No amount is specified.

A glance at the ratification of the conventions can not only be used to determine when legal regulations can be expected, but the legal development can also be traced on the basis of the regular reports to the Committee of Experts from the date of ratification and the possible direct requests.

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000. and the 2011 overview concerning termination of employment instruments.

Assessment standards and examples for intermediate values

In many cases, there are legal distinctions between dismissals for personal/behavioural reasons and dismissal due to workforce reduction (redundancies), as well as other reasons for termination. The law often makes different provisions for these situations; it is common for severance payments to be provided for in the case of redundancy dismissals, but not for dismissals for personal/behavioural reasons. However, sometimes severance payments are granted irrespective of the reason for termination (like length of service compensation), and these amounts are increased if there is no reason for termination (often

in Latin America). Severance pay regulations are also often found in different parts of the law. Particular care is needed in the coding here. All standards pertinent to the calculation of severance pay must be included – especially, to ensure that the development of the law can be clearly traced. However, only severance pay rules for operational terminations (redundancy) are included in the assessment.

In this variable we capture in particular, but not exclusively, severance pay for operational redundancies. We do not capture mere claims for damages for breach of contract, such as compensation payments in the case of wrongful dismissal or compensation payments for lost wages when the notice period is not taken into account.

Since we measure limited access to protection against dismissal (which may only take effect after the probationary period, for example) and privileged regulations for long-term service elsewhere, we use an employee with three years of service to calculate an average value.

In calculating the number of weeks of severance pay, the number of working days in the normal working week must be considered in case of doubt (typically five or six days).

CBR-LRI: Venezuela: 1970: 0; 1983: 0.5; 1991: 1;

"A worker dismissed for redundancy is entitled to payment from a severance fund established by the employer at the rate of at least 30 days' salary per year of service (between 1983 and 1990. 15 days): LL 1983, Art. 37; OLL 1991, Art. 108; Regulations on the OLL 2006, Art. 44."

CBR-LRI: Lithuania: 1990: 0.17; 1991: 1; 1995: 0.67;

"The CLL (Code of Labour Laws, 1972) provided for two weeks' severance pay. Art 30 of the Law on Employment Contract 1991 required 6 months' salary to be paid for an employee who had served between 1 and 5 years. An employee with 3 years of service is entitled to 3 months' pay under Art 140 LC 1991. In 1995 the Code was amended to provide for 2 months' salary in the case of liquidation of the enterprise (Art. 40). The 2016 Labour Code, Art. 57: 2 months' earnings."

2.1.10 S.10 (former CBR-LRI 19) – Law imposes procedural constraints on dismissal

Object

Assesses the impact of non-compliance with formal requirements on the lawfulness of the dismissal.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if a dismissal is necessarily unjust if the employer fails to follow procedural requirements prior to dismissal. Equals 0.67 if failure to follow procedural requirements will normally lead to a finding of unjust dismissal. Equals 0.33 if failure to follow procedural requirements is just one factor taken into account in unjust dismissal cases. Equals 0 if there are no procedural requirements for dismissal. Scope for gradations between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if a dismissal is necessarily unjust if the employer fails to follow procedural requirements prior to dismissal. Equals 0.67 if failure to follow procedural requirements will normally lead to a finding of unjust dismissal. Equals 0.33 if failure to follow procedural requirements is just one factor taken into account in unjust dismissal cases. Equals 0 if there are no procedural requirements for dismissal. Scope for gradations between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

Employees are existentially dependent on the income from their employment relationship, so termination of this relationship by the employer also means the termination of the employee's ability to make a living. This justifies the special importance of protection against dismissal.

Formalities are one pillar of protection against dismissal. In particular, strong procedural hurdles can lead to dismissals being prevented or significantly impeded from the outset, thus increasing the stability of the employment relationship. This is all the more important given that, due to the structural inequality between employees and employers, the willingness of employees to take legal action is typically limited even when the employment relationship is terminated, and even in those cases where legal action is taken, it rarely results in the continuation of the employment relationship.

The protection is only effective, however, if compliance with the formal requirements is constitutive for the lawfulness of the termination and, as in the case of the need for the consent of third parties, prevents terminations as a preventive measure.

Sources: National Legislation & International Labour Standards

In the Romance legal family, protection against dismissal is typically regulated in the main labour law. In parts of the legal sphere influenced by Anglo-Saxon law, there is no protection against dismissal at all. In other legal families, separate laws on termination can often be found. In case of doubt, the General Reports on working hours and the reports to the ILO Committee of Experts on the Application of Conventions should be consulted; alternatively, the reports to the Committee of Experts of the International Covenant on Economic, Social and Cultural Rights (CESCR).

According to Art. 7 of the Termination of Employment Convention, 1982, the employee must be granted a hearing before dismissal for reasons of conduct or personality. In the event of non-compliance, he or she should, according to Art. 8 (1), have the opportunity to obtain a court ruling on the unlawfulness of the dismissal.

The Termination of Employment Recommendation R119 (1963) only contained indirect references to procedural rights:

"4. A worker who feels that his employment has been unjustifiably terminated should be entitled, unless the matter has been satisfactorily determined through such procedures within the undertaking, establishment or service, as may exist or be established consistent with this Recommendation, to appeal, within a reasonable time, against that termination with the assistance, where the worker so requests, of a person representing him to a body established under a collective agreement or to a neutral body such as a court, an arbitrator, an arbitration committee or a similar body.'

The Termination of Employment Recommendation 1982, on the other hand, contains a more extensive list of proposed regulations:

Procedure Prior to or at the Time of Termination

7. The employment of a worker should not be terminated for misconduct of a kind that under national law or practice would justify termination only if repeated on one or more occasions unless the employer has given the worker appropriate written warning.

8. The employment of a worker should not be terminated for unsatisfactory performance, unless the employer has given the worker appropriate instructions and written warning and the worker continues to perform his duties unsatisfactorily after a reasonable period of time for improvement has elapsed.

9. A worker should be entitled to be assisted by another person when defending himself, in accordance with Article 7 of the Termination of Employment Convention, 1982, against allegations regarding his

conduct or performance liable to result in the termination of his employment; this right may be specified by the methods of implementation referred to in Paragraph 1 of this Recommendation.

10. The employer should be deemed to have waived his right to terminate the employment of a worker for misconduct if he has failed to do so within a reasonable period of time after he has knowledge of the misconduct.

11. The employer may consult workers' representatives before a final decision is taken on individual cases of termination of employment.

12. The employer should notify a worker in writing of a decision to terminate his employment.

13. (1) A worker who has been notified of termination of employment or whose employment has been terminated should be entitled to receive, on request, a written statement from his employer of the reason or reasons for the termination.

(2) Subparagraph (1) of this paragraph need not be applied in the case of collective termination for the reasons referred to in Articles 13 and 14 of the Termination of Employment Convention, 1982, if the procedure provided for therein is followed."

By looking at the ratification of the conventions, it is possible not only to determine when legal regulations can be expected, but also to track legal developments based on the regular reports to the Committee of Experts and any direct requests following ratification. The Recommendations, on the other hand, are not ratified; however, they do provide a framework within which regulations can be expected (and thus reviewed) in member states, as well as corresponding reporting in the General Reports/Surveys.

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000. and the 2011 overview concerning Termination of employment instruments.

Assessment standards and examples for intermediate values

If the failure to comply with formal requirements merely leads to an employee's claim for damages but is irrelevant to the lawfulness of the termination, it is irrelevant to the employer if he is willing to accept the financial loss. If the claim for damages is limited to the lost wages that the employee would have received if the notice period had been observed, the employer suffers no damage at all that he would have to weigh up. In both cases, the value is 0. since the formal requirement is in fact dispositive.

The value assessment asks about ´unjust dismissal`. As a rule, the law provides a separate regulation for ´abusive dismissals` – and by that means dismissals that are not materially permissible, for example, because they are based on grounds that are legally impermissible (such as maternity or due to the worker's affiliation to trade unions). Here, the mistake must not be made of equating the two (even if the law itself often refers to unjust dismissals as such).

In Tunisia, the failure to adhere to the prescribed dismissal procedures outlined in the labour code renders the dismissal unfair. Value: 1

In New Zealand, it is mandated by statute that procedural fairness must be observed. However, it should be noted that mere deficiencies in the employer's process do not automatically render a dismissal unfair, provided that such deficiencies are minor and do not lead to unfair treatment of the employee. Value: 0.67

In Italy, it is prescribed to consider procedural requirements when assessing the fairness of dismissals. However, it is important to note that the fulfilment of procedural requirements alone does not automatically render a dismissal unfair. Value: 0.33

2.1.11 S.11 (Former CBR-LRI 20) – Law imposes substantive constraints on dismissal

Object

Measures the strength of substantive employment protection.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if dismissal is only permissible for serious misconduct or fault of the employee. Equals 0.67 if dismissal is lawful according to a wider range of legitimate reasons (misconduct, lack of capability, redundancy, etc.). Equals 0.33 if dismissal is permissible if it is 'just' or 'fair' as defined by case law. Equals 0 if employment is at will (i.e., no-cause dismissal is normally permissible). Scope for gradations between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if dismissal is only permissible for serious misconduct or fault of the employee. Equals 0.67 if dismissal is lawful according to a wider range of legitimate reasons (misconduct, lack of capability, redundancy, etc.). Equals 0.33 if dismissal is permissible if it is 'just' or 'fair' as defined by case law. Equals 0 if employment is at will (i.e., no-cause dismissal is normally permissible). Scope for gradations between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

Employees are existentially dependent on the income from their employment relationship, so termination of this by the employer also means the termination of the employee's ability to make a living. This is the reason for the special significance of protection against dismissal.

Substantive employment protection draws boundaries regarding the reasons for which an employee can be dismissed. The more the decision to dismiss an employee is removed from the employer's discretion, the higher the level of protection. The level of protection is highest when employees can only be dismissed for serious misconduct, and it is thus in their hands to prevent dismissal by acting in accordance with the contract.

Sources: National Legislation & International Labour Standards

In the Romance legal family, protection against dismissal is regulated in the main labour law. In other legal families, separate laws on dismissal are often found. In case of doubt, the General Reports on working hours and the reports to the ILO Committee of Experts on the Application of Conventions should be consulted; alternatively, the reports to the Committee of Experts of the International Covenant on Economic, Social and Cultural Rights (CESCR).

C158 – Termination of Employment Convention, 1982 (No. 158) Art. 4 stipulates that dismissals must be justified. They may therefore arise either from operational necessity or from the behaviour or inability of the employee. Art. 5 and Art. 6 define the reasons on which the dismissal may not be based. According to our value assessment, this is a typical value of 0.67.

R119 (1963) states in No. 2, '(1) Termination of employment should not take place unless there is a valid reason for such termination connected with the capacity or conduct of the worker or based on the

operational requirements of the undertaking, establishment or service. (2) The definition or interpretation of such valid reason should be left to the methods of implementation set out in Paragraph 1."

A glance at the ratification of the conventions not only makes it possible to determine when legal regulations can be expected, but the regular reports to the Committee of Experts following ratification and the possible direct requests also make it possible to trace the development of the law. The Recommendations, on the other hand, are not ratified; however, they do provide a framework within which regulations can be expected (and thus reviewed) in member states, as well as corresponding reporting in the General Reports/Surveys.

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000. and the 2011 overview concerning Termination of employment instruments.

Assessment standards and examples for intermediate values

Typically, the possibility of termination for operational reasons and for personal/behavioural can be found. The employee is never in control of a termination for operational reasons. Here, a distinction must be made regarding whether circumstances justify a termination for operational reasons. A value of 0.67 is given if the employer can arbitrarily determine who is to be dismissed for operational reasons as a result of the restructuring of their company. A value of 1 is given if there must be compelling reasons for the restructuring in order for a dismissal for operational reasons to be permissible (see, for example, the example of Peru in 1970).

Examples of cases for a value of 1 from the CBR-LRI:

Angola 1981: "GLA 1981, Art. 35(1): an employer can terminate with notice for (technical and organisational) reasons causing the worker's position to cease if there are no other alternative jobs in the undertaking (This is the only reason for dismissal with notice). "(Comment: the result seems questionable, since it is not clear whether the technical/organisational decision will be controlled for reasonability; if not, the restriction could be easily circumvented, like in Germany).

Chile 2002: "Law 19759 2002 removed 'lack of capability' as a ground. Appeal Court ruling 342 2007 held that operational reasons for dismissal cannot depend solely on the will of the employer. See Arts. 160. 161, Labour Code."

Egypt 1981: "1981 LC, Art 61: serious offence required for dismissal (similar to 1959 list). Similar in 2003 LC, Art 69. 2003 LC also introduces impermissible grounds for dismissal."

France 1973: "The 1973 Act required the employer to show 'real and serious cause': Law 73-680. Arts 24n, 24o; LC Art. L. 122-14-4; see now LC Art. L. 1235-3."

Gabon 2021: "LC 2021, Art. 63: dismissal can be for reasons relating to the worker or for economic reasons. Workers may be dismissed for any 'real or serious' cause that does not include the worker exercising legal or contractual rights, being a member of a trade union, or any reason that is discriminatory. The LC does not specify what might constitute a 'real or serious' cause."

Peru 1970. There, dismissals are only permissible in the event of serious misconduct on the part of the employee or in the event of an urgent operational necessity to be verified and confirmed by the state.

Example cases for 0.8:

Azerbaijan 2020: "From April to May 2020. the Ministry of Labour and Social Protection of the Population imposed daily controls in order to prevent unjustified dismissals and layoffs of employees in the private sector."

Example cases for 0.75:

Argentina 2020: "Decree 329/2020 created a prohibition of layoffs by Art. 2: dismissals without just cause and for reasons of lack or reduction of work and force majeure are prohibited for a period of 60 days. Extended by subsequent legislation until May 2021."

Bolivia 1942: "Under Art. 16 of the General Labour Law 1942, the employer could only give notice to dismiss the employee if just cause was shown according to a list of justifiable reasons." (It is unclear why this is not 0.67!)

Greece 2020: "Law No. 4683 (10.04.20), Art. 11 prohibited dismissals by employers when their business activities were compelled to cease due to Covid-19 restrictions. Various social security support packages were made available by this law but also on condition that no dismissals were made while in receipt of such measures."

Example cases for 0.5:

Austria

2003: "Discriminatory grounds are mentioned in the 2003 Federal Equal Treatment Act. Where the Works Council has previously objected to a dismissal that then takes place, it is entitled to contest the dismissal for being on prohibited grounds or for being unfair. The assessment of unfairness is undertaken by the court, which must balance the unfairness with the interests of the employer. The right does not exist where there is no Works Council. (s.105 Work Constitution Act 1974)."

Belarus 2014: "In 2013, new 'discrediting circumstances for dismissal' were introduced, introducing a list of 50 further circumstances in which contracts can be prematurely terminated, including minor breaches, such as a breach of safety rules, absence at one's place of work for over three hours without a legitimate reason. (Discrediting refers to 'an erosion of trust')."

Finland 2020: "Under Covid-related changes, the scope for dismissal on economic grounds was widened during 2020."

Example cases for 0.25:

Argentina 1974: "The Labour Contract Law 1974, Art. 8, requires good faith, and Art. 263 refers to the right of either party to terminate contract with good cause. See also Art. 242 Labour Contract Act 1976, Public Emergency Law No. 25561 (2002)."

Greece 1920/1955: "Act 2012/1920 and 3198/1955: no grounds are required to terminate indefinite contracts so long as severance pay (depending on whether notice is given) is given. However, dismissal may be regarded as an abuse of rights under Art. 281 CC). Law 4611/2019 transposed into Greek law the provisions of the Revised European Social Charter, article 24 of which provides 'the right of all workers not to have their employment terminated without valid reasons for such termination'. Article 24 further provides that the reason for termination must relate to the employee's capacity or conduct or be based on the occupational requirements of the business. In the absence of a valid reason, the employee could challenge and potentially reverse the decision to terminate, while the burden of proof would lie with the employer. It is for the court to determine what is a valid reason."

Ivory Coast 1995: "Art. 16(11) Labour Code 1995 states that there is an entitlement to damages where dismissal takes place otherwise than for a legitimate reason. Impermissible reasons are: sex, age, national extraction, race, religion, political opinion, social origin, membership or non-membership in a trade union, participation in trade union activities, and reasons relating to the enterprise where the relevant procedure is not followed."

Example case for 0.1:

Iceland 2000: "The general rule is that employers and employees can terminate with notice for any reason. In 2000 protection was introduced with reference to family status."

2.1.12 S.12 (former CBR-LRI 21) – Reinstatement normal remedy for unfair dismissal

Object

Determines the legal consequence of an unlawful dismissal in relation to the employment relationship.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if reinstatement is the normal remedy for unjust dismissal and is regularly enforced. Equals 0.67 if reinstatement and compensation are, de iure and de facto, alternative remedies. Equals 0.33 if compensation is the normal remedy. Equals 0 if no remedy is available as of right. Scope for further gradations between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if reinstatement is the normal statutory remedy for unjust dismissal. Equals 0.67 if reinstatement and compensation are, de iure, alternative remedies. Equals 0.33 if compensation is the normal remedy. Equals 0 if no remedy is available as of right. Scope for further gradations between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

The consequences of unlawful dismissal are of fundamental importance for the effectiveness of legal protection. Effective legal protection is only provided if the unlawfulness of the dismissal restores the employees to the same job position they would have been in if the dismissal had not occurred –i.e. continued employment. On the other hand, when a finding of unlawful dismissal merely results in the payment of compensation, the employer is actually allowed to buy his way out of any protection against dismissal.

The strength of the employee's rights must therefore be examined.

Sources: National Legislation & International Labour Standards

In the Romance legal family, protection against dismissal is typically regulated in the main labour law. In parts of the legal sphere influenced by Anglo-Saxon law, there is no protection against dismissal at all. In legal families other than the Romance legal family, separate laws on termination can often be found. In case of doubt, the General Reports on working hours and the reports to the ILO Committee of Experts on the Application of Conventions should be consulted; alternatively, the reports to the Committee of Experts of the International Covenant on Economic, Social and Cultural Rights (CESCR).

C158 – Termination of Employment Convention, 1982 (No. 158) Art. 4 stipulates that dismissals must be justified. Art. 10 mentions reinstatement in the employment relationship but also offers the alternative of compensation. There is no target regulation with regard to the priority of reinstatement.

A glance at the ratification of the conventions shows not only when legal regulations can be expected but also the legal developments that have taken place based on the regular reports to the Committee of Experts and the possible direct requests since ratification. The recommendations, on the other hand, are not ratified. However, they do provide a framework within which regulations can be expected (and thus examined) in member states, as well as corresponding reporting in the General Reports/General Surveys.

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000. and the 2011 overview concerning termination of employment instruments.

Assessment standards and examples for intermediate values

We take into consideration only de jure remedies, not de facto practices. For this, there might be great differences in coding in relation to CBR-LRI, as practice tends to lean towards severance/redundancy payments.

Sometimes reinstatement is mentioned as a legal consequence, but at the same time it is admitted that damages must be paid if the employer refuses reinstatement. Here, a value of 0.67 must be assigned, since the employer effectively has a choice.

CBR-LRI: Serbia: 1991: 0.33; 2001: 0.67; 2014: 0.5.

"LL 2001: Art. 191 the court shall decide to reinstate the employee at its discretion, and the employer will also be required to pay compensation. LL 2014 Art.191: allows the employer to argue that employment should not continue such that the Court will require double compensation in lieu."

CBR-LRI: Poland: 1990: 1; 2004: 0.75; 2006: 1.

"Under the LC 1974 reinstatement was the principal remedy. Under the 1996 LC, Art. 45, the court could substitute compensation. From 2006, s. 69 LC provides for the continuation of the employment relationship, treating an unfair dismissal as a nullity."

WoL: A value of 0.8 is ascribed if reinstatement is normal, the employee can nevertheless choose compensation, and exceptions are made, as in the case of Mexico according to FLL 1969 (CBR-LRI has a value of 0.67).

2.1.13 S.13 (former CBR-LRI 22) – Notification of dismissal

Object

The standard procedure for dismissals for personal and behavioural reasons is recorded.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if by law or binding collective agreement the employer has to obtain the permission of a state body or third party prior to an individual or collective dismissal. Equals 0.67 if a state body or third party has to be notified prior to the dismissal. Equals 0.33 if the employer has to give the worker written reasons for the dismissal. Equals 0 if an oral statement of dismissal to the worker suffices. Scope for further gradations between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if by statutory law the employer has to obtain the permission of a state body or third party prior to an individual or collective dismissal. Equals 0.67 if a state body or third party has to be notified prior to the dismissal. Equals 0.33 if the employer has to give the worker written reasons for the dismissal. Equals 0 if an oral statement of dismissal to the worker suffices. Scope for further gradations between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

Employees are existentially dependent on the income from their employment relationship, so termination of this relationship by the employer also means the termination of the employee's ability to make a living. This is the reason for the special significance of protection against dismissal.

The establishment of a standard legal procedure for termination by the employer protects the employee from arbitrariness and provides him or her with legal remedies if necessary.

This does not take into account dismissals for operational reasons. Whether the employer can arbitrarily determine when a dismissal is justified for operational reasons is something we are already measuring in S11. S13 deals with dismissals for personal and behavioural reasons.

Sources: National Legislation & International Labour Standards

The form of termination is often regulated independently of the general protection against dismissal, as this is usually an older regulation. In the Romance legal family, protection against dismissal is regulated in the main Labour Code. In other legal families, separate dismissal laws are often found. In case of doubt, the General Reports on working hours and the reports of the ILO Committee of Experts on the Application of Conventions should be consulted; alternatively, the reports of the Committee of Experts on the International Covenant on Economic, Social and Cultural Rights (CESCR).

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000. and the 2011 overview concerning Termination of employment instruments.

Articles 13 and 14 of the C158 – Termination of Employment Convention, 1982 – deal with the standard procedure for dismissals for operational reasons.

A glance at the ratification of the conventions not only makes it possible to determine when legal regulations can be expected, but the regular reports to the Committee of Experts and any direct requests based on ratification also make it possible to trace the legal development. The recommendations, on the other hand, are not ratified; however, they form the framework within which regulations can be expected (and thus examined) in member states, as well as corresponding reporting in the General Reports.

Assessment Standards and Examples for Intermediate Values

If written notice has to be given either automatically or upon request, a value of 0.17 is assigned:

See, e.g., CBR-LRI Cameroon, Honduras; North Macedonia; Norway;

A value of 0.33 is assigned:

CBR-LRI Cameroon: LC 1974, Art. 37(1): notice must be in writing and specify the reasons for the termination.

A value of 0.5 is assigned:

CBR-LRI Senegal: "LC 1961 Art. 37 and 53: every wrongful termination of a contract for specified duration requires prior notification to the competent authority. LC 1961: Art.47: the grounds of termination must be stated in the notice. Art.51: the certificate of employment need not state the reasons for dismissal."

A value of 0.75 is assigned:

CBR-LRI Tanzania: "EO 1955, s. 52(1): authorisation of labour authority needed for certain dismissals. SEA 1964 s. 21(2): notification to workers' committee and obligation to consider representations with a view to arriving at an agreement."

Ukraine: "1992 amendments: provides for some dismissals where permission from the trade union is not required (liquidation of the enterprise, failure in probation period, employee is not a member of a trade union that is active in the enterprise, or if there is no trade union at the enterprise)."

2.2 Indicators concerning the privileging function of employment legislation

The rationale behind the indicators concerning the privileging function of employment legislation concerns the critique of the standard employment relationship (SER). The SER is commonly defined as a permanent, full-time employment arrangement where an individual is remunerated by a single employer and performs his/her work on the employer's premises. The SER empirically manifested in labour markets dominated by white male non-migrant workers, resulting in the segmentation of said labour markets, at least in the "western" (industrialised) countries. Individual labour law is believed to have played a significant, though not sole, role in the process of labour market segmentation and identifying male core groups of workers. Socio-legal studies on the SER[23] have shown that certain sets of rules introducing concepts of seniority of entitlements and selectivity concerning protection contributed to the marginalisation of outsiders and, conversely, the protection of emerging groups of insiders. The variables were chosen based on an analysis of the prevailing and significant normative concepts[24] that contribute to the predominance of SER, primarily by ensuring significant employment stability for insiders. The systematic analysis of certain employment legislation norms as being functionally privileging is relatively recent[25]. Unlike the equalising function, this concept cannot rely on major international human rights treaties or corresponding systematic doctrinal or jurisprudential work. The development of indicators thus shows an explorative character even more than the selection of indicators for the standard-setting and equalising functions, which have already been scrutinised more extensively in the last decades.

2.2.1 P.1 – The legally mandated notice period for employees increases with seniority

Object

It is coded whether and in which steps the notice period increases with increasing length of service with the company (seniority).

Measuring scale

Quasi metric

Value assessment

Version 1 (2021):

Equals 1 if the mandated notice period increases in steps for more than 10 years; equals 0.75 if the mandated notice period increases in steps for more than 5 up to 10 years; equals 0.5 if notice period increases in steps for more than 2 and up to 5 years; equals 0.25 if notice period increases in steps for up to 2 years; equals 0 if there is no increase of the notice period with seniority or dismissal protection does not exist.

Version 2 (2024):

Equals 1 if the mandated notice period increases in steps for more than 10 years; equals 0.75 if the mandated notice period increases in steps for more than 5 up to 10 years; equals 0.5 if notice period increases in steps for more than 2 and up to 5 years; equals 0.25 if notice period increases in steps for up to 2 years; equals 0 if there is no increase of the notice period with seniority or dismissal protection does not exist. Scope for further gradations between 0 and 1 to reflect changes in the strength of the statutory law.

23 Mückenberger 1985; Mückenberger and Deakin 1989; Fudge and Vosko 2001; Vosko 2010; Fudge 2017.
24 ILO 2011a, 2015.
25 Dingeldey et al. 2020, 2022.

Differences between versions

New template measures gradations and thus better reflect changes in the law..

Rationale

Labour law not only protects workers but also creates segmentation by privileging the standard employment relationship through higher standards of protection. The standard employment relationship is the classic model of the permanent, full-time employee who is permanently employed by one employer. Other forms of work – part-time, temporary agency work, work under a fixed-term contract, frequent changes of employee – receive less protection, even though the employment relationships in which they are engaged already inherently entail greater social risks. This leads to a further disadvantage for employees who are already in a precarious position.

Length of service is a common factor for prioritisation. However, the purpose of prioritisation is not to protect older workers, who are assumed to be less able to find a new job – after all, prioritisation of length of service is often capped after about ten years. The situation of employees who frequently have to change employers is socially more precarious than that of those with many years of service. The purpose of prioritisation is thus evidently not to provide special protection but to cement the standard employment relationship.

Employees are existentially dependent on the income from their employment relationship, so termination of this by the employer also means the termination of the employee's ability to make a living. A mandatory notice period gives the employee the opportunity to make other arrangements to make a living in good time[26], for example, to look for another job. The longer the notice period, the greater the protection in this sense.

Sources: National Legislation & International Labour Standards

The regulation is to be found where the notice periods are determined.

The question of notice periods is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000, and the 2011 overview concerning Termination of employment instruments.

Convention C158 – Termination of Employment Convention of 1982 does not contain indications on increasing notice periods according to length of service.

A glance at the ratification of the conventions not only makes it possible to determine when legal regulations can be expected, but the regular reports to the Committee of Experts and any direct requests based on ratification also make it possible to trace the legal development. The recommendations, on the other hand, are not ratified; however, they form the framework within which regulations can be expected (and thus examined) in member states, as well as corresponding reporting in the General Reports.

Assessment Standards and Examples for Intermediate Values

Version 1 (2021):

The words "up to" are to be understood as covering also the mentioned number of years, i.e., a notice period that increases for the last time after exactly 10 years would be scored "0.75".

Value 0.25:

France, Article L1234-1 Labour Code

Where the dismissal is not motivated by serious misconduct, the employee is entitled to:

26 ILO, 2008, Note on Convention No. 158 and Recommendation No. 166 concerning termination of employment, P.3

1° If he or she has been employed by the same employer with less than six months' continuous service, to a notice period whose duration is determined by the law, the agreement or the collective labour agreement or, failing this, by the practices of the locality and the profession;

2° If he or she has been employed by the same employer with continuous service of between six months and less than two years, with one month's notice;

3° If he or she has been employed by the same employer for at least two years with continuous service, with two months' notice.

Value 0.5:

Cameroon, Art. 1 of the Order No. 15 of 1993:

The notice period varies according to the professional category to which the worker belongs and the length of service.

* Categories I to VI and domestic workers: - less than one year of service: 15 days; - 1 to 5 years of service: 1 month; - more than 5 years of service: 2 months.

* Categories VII to IX: - less than one year of service: 1 month; - 1 to 5 years of service: 2 months; - more than 5 years of service: 3 months.

* Categories X to XII: - less than one year of service: 1 month; - 1 to 5 years of service: 3 months; - more than 5 years of service: 4 months.

Value 0.75:

Venezuela, Organic Labour Law 1990:

Art. 104

When the employment relationship for an indefinite period of time is terminated due to unjustified dismissal or dismissal based on economic or technological reasons, the worker shall have the right to advance notice in accordance with the following rules: (a) after one month's continuous work, one week's notice; (b) after six months of continuous work, with fifteen days' notice; (c) after one year of continuous work, one month's notice; (d) after five years of continuous work, two months' notice; and (e) after ten years of continuous work, three months' notice.

Value 1:

Brazil, 2011, Law 12.506, 11.10.2011:

Art. 1 The prior notice referred to in Chapter VI of Title IV of the Consolidation of Labor Laws - CLT, approved by Decree-Law no. 5.452, of May 1, 1943, shall be granted in the proportion of 30 (thirty) days to employees who have up to 1 (one) year of service in the same company. / Sole paragraph. The prior notice provided in this article shall be increased by three (3) days per year of service in the same company, up to a maximum of sixty (60) days, for a total of up to ninety (90) days.

Version 2 (2024):

0.6: "in the absence of a wage period so fixed it shall be deemed to be one month: Provided that in the event of a workman having given not less than seven years' continuous service with an employer notwithstanding the length of any wage period so fixed the length of notice shall be two months" (atypical, as only once raised after a long seniority period).

2.2.2 P.2 – *Legally mandated severance/redundancy payments for employees increase with seniority*

Object

The information collected indicates whether and in which steps the severance pay due upon termination of the labour contract increases with progressive length of service.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021):

Equals 1 if severance/redundancy payments expectable by law increase in steps for duration of service (e.g. for each year of service); equals 0.67 if severance/redundancy payments expectable by law increases in steps for duration of service (e.g. for each year of service) but are capped; equals 0.33 if severance/redundancy payments increase by seniority only once; equals 0 if severance/redundancy payments expectable by law are equal for all workers concerned or do not exist.

Version 2 (2024):

Equals 1 if severance/redundancy payments expectable by statutory law increase in steps for duration of service (e.g. for each year of service); equals 0.67 if severance/redundancy payments expectable by law increases in steps for duration of service (e.g. for each year of service) but are capped; equals 0.33 if severance/redundancy payments increase by seniority only once; equals 0 if severance/redundancy payments expectable by law are equal for all workers concerned or do not exist. Scope for further gradations between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures gradations and thus better reflect changes in the law.

Rationale

Labour law not only protects workers but also creates segmentation, by privileging the standard employment relationship through higher standards of protection. The standard employment relationship is the classic model of the permanent, full-time employee with long-term employment with one employer. Other forms of work – part-time, temporary agency work, work under a fixed-term contract, frequent changes of employee – receive less protection, even though the employment relationships in which they are found already inherently entail greater social risks. This leads to a further disadvantage for employees who are already in a precarious position.

Length of service is a common factor used for prioritisation. However, the purpose of prioritisation is not to protect older employees, who are assumed to have a harder time finding a new job – after all, the prioritisation of length of service is almost always capped after about ten years. The situation of employees who have to change employers frequently is socially more precarious than that of those with many years of service. The purpose of prioritisation is thus evidently not to provide special protection but to cement the standard employment relationship.

Employees are existentially dependent on the income from their employment relationship, so termination of this by the employer also means the termination of the employee's ability to make a living. A mandatory severance payment upon termination somewhat cushions the consequences for the employee and provides them with a financial bridge from which they can look for other paid work. The higher the severance payment to be made, the greater the protection.

Sources: National Legislation & International Labour Standards

The regulation can be found where the law stipulates severance pay in the event of termination. In the Romance legal family, severance pay is usually regulated either in the main labour law or in decrees to which it refers. In the Commonwealth (e.g. Jamaica, Guyana), but also in different European countries (e.g., Germany), special laws regulate termination and severance/redundancy payment.

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000, and the 2011 overview concerning termination of employment instruments.

Art. 12 (1a) of the Termination of Employment Convention of 1982 (C158) provides for a severance payment for employees in the event of termination. The amount is not specified, but the Convention stipulates that the severance payment should be based on length of service and salary.

A glance at the ratification of the conventions not only makes it possible to determine when legal regulations can be expected, but the regular reports to the Committee of Experts and any direct requests based on ratification also make it possible to trace the legal development. The recommendations, on the other hand, are not ratified; however, they form the framework within which regulations can be expected (and thus examined) in member states, as well as corresponding reporting in the General Reports.

Assessment standards and examples for intermediate values

Value 0.33:

Slovakia: 2003: Severance payments are raised only once:

Labour Act 2003 (Act 210/2003), Sec. 76 (2) When terminating his / her employment, the employee is entitled to a severance allowance of at least twice his / her average monthly earnings if he / she agrees to terminate his / her employment before the start of the notice period for reasons stated in § 63 para. 1, par. a) to c); an employee who has worked with the employer for at least five years shall receive severance pay equal to at least three times his average monthly earnings for the notice period. If the employee applies for termination of employment, the employer is obliged to comply with this application.

Value 0.67:

Germany: Dismissal Protection Law 1951: Severance payments based on individual labour law are only due in case that the dismissal is found illegal by the court and the employee nonetheless wants to quit the job. By reform in 1969 sections were rearranged, changing from Sec. 7-8 to 9-10.

Value 1:

Vietnam: 1995: 1; 2013: 1.

Half a month´s wages severance payments per year of service without capping.

2.2.3 P.3 – Seniority is a decisive selection criterion in case of redundancy

Object

Determines whether a social selection is made in the event of redundancies for operational reasons and whether length of service is a factor to be taken into account in such a selection.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021):

Equals 1 if seniority is the only factor to be taken into account for selection; equals 0.5 if seniority is one factor among several for selection; equals 0 if seniority is not to be taken into account for selection or if there is no selection regulation at all.

Version 2 (2024):

Equals 1 if seniority is the only legally set factor to be taken into account for selection; equals 0.5 if seniority is one factor among several for selection; equals 0 if seniority is not to be taken into account for selection or if there is no selection regulation at all. Scope for further gradations between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures gradations and thus better reflect changes in the law.

Rationale

Labour law not only protects but also segments, by privileging the standard employment relationship through higher standards of protection. The standard employment relationship is the classic model of the permanent, full-time employee with long-term employment with one employer. Other forms of work – part-time, temporary agency work, work under a fixed-term contract, frequent changes of employee – receive less protection, even though the employment relationships in which they are found already inherently entail greater social risks. This leads to a further disadvantage for employees who are already in a precarious position.

Length of service is a common factor used for prioritisation. However, the purpose of prioritisation is not to protect older employees, who are assumed to have a harder time finding a new job – after all, the prioritisation of length of service is almost always capped after about ten years. The situation of employees who have to change employers frequently is socially more precarious than that of those with many years of service. The purpose of prioritisation is thus apparently not to provide special protection but to cement the standard employment relationship.

Employees are existentially dependent on the income from their employment relationship, so termination of this by the employer also means the termination of the employee's ability to make a living. However, redundancies for operational reasons are not individually but economically justified, so the question arises as to which employee will be made redundant. If the law defines criteria that take into account special protection needs and on the basis of which the employer has to make a social selection when determining the order of redundancies, the arbitrary determination of redundancies is taken away from the employer.

Sources: National Legislation & International Labour Standards

The social selection is – insofar as it is required by law – to be found in the provisions on operational redundancies. In the Romance legal family, the main labour code often contains provisions on this subject, or, exceptionally, decrees. In the Commonwealth and in different European countries, such provisions often can be found in separate laws regulating termination of employment and redundancy.

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000, and the 2011 overview concerning Termination of employment instruments.

The Termination of Employment Recommendation of 1982 deals with redundancies. Article 23 (1) determines a social selection in which both the need for protection of the employees and the economic interests of the employer are to be taken into account. No criteria are specified.

Assessment standards and examples for intermediate values

In some cases, seniority is not the only selection criterion but the first to be considered; in others, several factors are of equal importance as seniority without prioritisation among selection criteria (typically in cases in which decisions are usually taken via social concertation), while in others seniority is of relatively lower weight.

Priority claims of handicapped persons are not to be taken into account if they are the only criteria next to seniority.

V.1

Value 0.5:

France, Article L1233-5 Labour Code

Where the employer makes a collective redundancy for economic reasons and there is no applicable collective labour agreement or agreement, the employer sets out the criteria for determining the order of redundancies, after consultation with the social and economic committee.

These criteria take into account in particular: 1° Family expenses, in particular those of single parents;

2° Length of service in the establishment or company; 3° the situation of employees whose social characteristics make their professional reintegration particularly difficult, particularly that of disabled persons and older employees; 4° Professional qualities assessed by category. / The employer may give preference to one of these criteria, provided that all the other criteria provided for in this Article are taken into account. (...)

Value 1:

Sweden, Employment Protection Act 1974/1982

Sec. 22:

Where employees are given notice of termination on account of a shortage of work or are laid off, the employer shall observe the following rules for the order of priority, an employee's place in the order of priority shall be determined on the basis of his total period of employment with the employer. An employee with a longer period of employment shall have priority over an employee with a shorter period of employment. Where the periods of employment are equal, priority shall be granted to the older employee.

Sec. 23:

A handicapped employee who on that account has been provided with special employment in his employer's service shall have a prior claim to further employment notwithstanding the order of priority if it is possible without serious inconvenience.

Version 2:

Differentiated values would be close to 1 if seniority is the primary factor between few, 0.5 if it is an equal factor between some, and close to 0 if it is only secondary in case all other factors don´t allow for a differentiation.

2.2.4 P.4 (former CBR-LRI 24) – Priority in re-employment

Object

This covers whether employees who have been made redundant for operational reasons are entitled to be employed for a comparable job as soon as it becomes available, without having to go through the competition in the application process.

Measuring scale

Quasi metric

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if by law or binding collective agreement the employer must follow priority rules relating to the re-employment of former workers. Equals 0 otherwise. Scope for further gradations between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if the employer must follow priority rules relating to the re-employment of former workers. Equals 0 otherwise. Scope for further gradations between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

Redundancies affect employees without their reason having to do with their person or their behaviour. The reason lies in the loss of their job due to economic rationalisation. If the employer creates a comparable job again after the termination, the factual basis for the termination no longer applies. Former employees should then be given the opportunity to find re-employment during a certain period of time, if they so desire. On the one hand, this takes into account that the operational reason for the termination has subsequently ceased to exist, thus offering employees a certain protection against dismissals where the economic reason only remains for a short time. On the other hand, it also represents a disadvantage for the new applicants by denying them the chance of being employed in the newly created job.

Sources: National Legislation & International Labour Standards

The entitlement to preferential reemployment – where prescribed by statute – is to be found in the provisions on terminations for operational reasons. In the Romance legal family, the main labour code or, exceptionally, decrees often contain provisions in this regard. In the Commonwealth and in different European countries, such provisions might often be found in separate laws regulating termination of employment and redundancy.

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000, and the 2011 overview concerning termination of employment instruments.

No. 24 of the Termination of Employment Recommendation 1982 provides for a – temporary – right of re-employment after dismissal for operational reasons if a comparable job is subsequently re-established.

Conventions do not regulate this.

Assessment Standards and Examples for Intermediate Values

CBR-LRI: Finland: 1970: 0; 1978:1; 2016: 0.33; 2020: 0.75.

"Preferential hiring absent from 1970 Act until an addendum in 1978. ECA 2001 Ch.6 s.6: preferential hiring required. 2016: 4 months priority period. 2020: 9 months."

CBR-LRI: Malaysia: 1970: 0.2.

"No legislation but priority to 'retrenched' employees is mentioned in 1975 Code of Conduct."

2.2.5 P.5 – General dismissal protection depends on the size of the enterprise

Object

Records whether standards for termination are linked to a certain minimum number of employees.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021):

Equals 0 if dismissal protection applies independently of the size of the enterprise or does not exist at all; equals 0.25 if enterprises with up to 5 employees are excluded from dismissal protection; equals 0.5 if enterprises with up to 10 employees are excluded from dismissal protection; equals 0.75 if enterprises with up to 20 employees are excluded from dismissal protection; equals 1 if the threshold for dismissal protection is above 20 employees.

Version 2 (2024):

Equals 0 if legally set dismissal protection applies independently of the size of the enterprise or does not exist at all; equals 0.25 if enterprises with up to 5 employees are excluded from dismissal protection; equals 0.5 if enterprises with up to 10 employees are excluded from dismissal protection; equals 0.75 if enterprises with up to 20 employees are excluded from dismissal protection; equals 1 if the threshold for dismissal protection is above 20 employees.

Differences between versions

No changes

Rationale

Employees are existentially dependent on the income from their employment relationship, so if the employer terminates it, it also means ending the employee's ability to make a living. If protection against unfair dismissal is linked to a minimum number of employees in a company, employees in small companies will receive less protection, even though their need for protection is no different from that of employees in larger companies. The regulation favours the economic peculiarities of small companies and in return makes cuts in employee protection. It privileges employees in larger companies.

Sources: National Legislation & International Labour Standards

A minimum size of the business – if prescribed by law – can be found in the set of rules on dismissals. In the Romance legal family, the main labour code or, exceptionally, in decrees. In the Commonwealth and in different European countries, such provisions (if at all) might be found in separate laws regulating termination of employment and redundancy.

The question of dismissal protection is treated in the ILO General Surveys or reports, respectively, 1963, 1974, 1995, the ILO Termination of Employment Digest 2000, and the 2011 overview concerning Termination of employment instruments. According to Art. 2 (2) of the Termination of Employment Convention of 1982, protection against unfair dismissal standards is to be applied to all sectors and all employees. Setting a minimum size of business as a requirement contradicts this requirement.

A glance at the ratification of the conventions not only makes it possible to determine when legal regulations can be expected, but the regular reports to the Committee of Experts and any direct requests based on ratification also make it possible to trace the legal development. The recommendations, on the other hand, are not ratified; however, they form the framework within which regulations can be expected (and thus examined) in member states, as well as corresponding reporting in the General Reports.

Assessment standards and examples for intermediate values

There is no need to consider dismissals for operational reasons.

Angola: 2015: 1;

Small and medium-sized enterprises are not completely exempted from dismissal protection, but owe lower severance payments since 2015.

Austria: 1970: 0.25; 1974: 0.25;

Despite the fact, that a workers' council has to be established in every enterprise with 20 or more employees [sec. 7 (1)], sec. 25 (1) also allows for "Vertrauensmänner" to be in charge of matters concerning dismissals in the respective enterprise. Under sec. 19 (1) "Vertrauensmänner" have to be appointed in enterprises with five or more employees. After sec. 20 (3) "Vertrauensmänner" have the same rights and obligations as appointed work councils. That is why, the minimum of five workers in relation to dismissal protection of sec. 25 is used for setting a value in this variable.

This law has remained unchanged still.

2.2.6 P.6 (former CBR-LRI 1) – The law, as opposed to the contracting parties, determines the legal status of the worker

Object

Determines the extent to which the status of the employee is the contractual disposition of the parties.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

CBR-LRI original with inverted values: Equals 1 if the parties are free to stipulate that the relationship is one of self-employment as opposed to employee status; 0.5 if the law allows the issue of status to be determined by the nature of the contract made by the parties (as in the case of the English common law 'mutuality of obligation' test); and 0 if the law mandates employee status on the parties if certain specified criteria are met (such as form of payment, duration of hiring, etc.). Scope for scores between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

(unchanged)

Differences between versions

None.

Rationale

The effectiveness of legally established labour protection standards depends on how compelling their character is. If the parties to the contract can undermine the legal protection by simply redefining the employment relationship, labour protection is dispensable. Although the need for protection of the employee as the structurally inferior party to the contract is de facto given, labour protection does not apply because a contractually structurally balanced relationship is being presumed.

Sources: National Legislation & International Labour Standards

In the legal traditions of the Romance and British legal families, (short) definitions of dependent work or the status of being an employee can be found in the relevant main labour laws. However, no conclu-

sions can be drawn from this alone as to whether employee status can be circumvented. In order to assess the actual implementation, it is necessary to consider case law in each individual case and supplement it with secondary literature. There are no ILO conventions that explicitly deal with the employment relationship as such. Recommendation R198 - Employment Relationship Recommendation, 2006, nonetheless covers the issue, especially in recommendation 4:

"4. National policy should at least include measures to: (a) provide guidance for the parties concerned, in particular employers and workers, on effectively establishing the existence of an employment relationship and on the distinction between employed and self-employed workers; (b) combat disguised employment relationships in the context of, for example, other relationships that may include the use of other forms of contractual arrangements that hide the true legal status, noting that a disguised employment relationship occurs when the employer treats an individual as other than an employee in a manner that hides his or her true legal status as an employee, and that situations can arise where contractual arrangements have the effect of depriving workers of the protection they are due; (c) ensure standards applicable to all forms of contractual arrangements, including those involving multiple parties, so that employed workers have the protection they are due;"

The recommendation offers first orientation for relevant aspects to be reflected when coding. The preparatory ILO report to the recommendation[27] gives further orientation also on legislation.

Assessment standards and examples for intermediate values

In specific cases, it is difficult to code. Firstly, labour law regulations on minimum protection standards are a state reaction to working practices that have been deemed socially and economically unacceptable overall. Secondly, laws, as an instrument of state power, are by their very nature designed to decide what should happen in relation to their subject matter – by force of state authority if necessary. We cannot therefore expect a law that clearly formulates the contractual disposability of labour protection.

CBR-LRI: Bangladesh: 1970: 0.5; 2006: 0.75;

"The 1965 East Pakistan Employment of Labour (Standing Orders) Act followed the English law approach. The 1969 East Pakistan Industrial Relations Ordinance defined worker/workman broadly as any person not falling within the definition of 'employer' who was employed. Specific groups, including governmental workers, workers in NGOs and health sector workers were excluded at this point. After 2006 a broad definition of the personal scope of labour laws was continued in force (Labour Act 2006, s. 340) but there were still exclusions affecting domestic, school and agricultural workers. The term 'worker' is subdivided into further categories, including apprentices, 'badlis' (replacements for temporarily absent workers), temporary workers, casual workers, probationers, and permanent workers, creating opportunities for avoidance of labour law rules."

CBR-LRI: Slovakia: 1993: 0.33; 2007: 0.67; 2013: 1.

"Before 2007, the legal status of the worker depended upon whether the worker fulfilled the criteria for 'dependent work'. There was no definition of the employment relationship in the Labour Code and protection could be excluded through the option of self-employment. Since 2007, the Labour Code has provided a definition of dependent work (Art. 1(3)). This definition was amended in 2013 in order to extend the concept of dependent work and to provide simpler criteria by which to identify employment and provides additional protection for those who are dependent workers notwithstanding a formal designation of the contract as one of self-employment (Art.1(2))."

27 ILO 2005a.

2.2.7 P.7 (former CBR-LRI 18) – Minimum qualifying period of service for normal case of unjust dismissal

Object

Record whether the legal protection against dismissal only applies after a certain length of service.

Measuring scale

Metric (3 years or more qualifying period = 1).

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

CBR-LRI original with inverted values: Measures the period of service required before a worker qualifies for general protection against unjust dismissal. Normalise the score so that 3 years or more = 0, 0 months = 1. SPE/WoL: values inverted: 3 years or more = 1, 0 months or no regulation = 0.

Version 2 (2024):

Unchanged

Differences between versions

None.

Rationale

Legal protection against arbitrary, unjustified dismissals arises from the recognition of the existential threat posed to an employee by a dismissal by an employer. Among other things, it is a concretisation of the right to work under Article 6 of the International Covenant on Economic, Social and Cultural Rights (ICESCR).

The CESCR emphasises the following when interpreting Article 6 of the ICESCR: 'The right to work, as guaranteed in the ICESCR, affirms the obligation of States parties to assure individuals their right to freely chosen or accepted work, including the right not to be deprived of work unfairly. This definition underlines the fact that respect for the individual and his dignity is expressed through the freedom of the individual regarding the choice to work, while emphasising the importance of work for personal development as well as for social and economic inclusion. (...) Violations of the obligation to protect (...) include omissions such as (...) the failure to protect workers against unlawful dismissal' (CESCR, General Comment No. 18 (2005), E/C.12/GC/18).

It can be limited in time in two ways: through the introduction of a probationary period during which the dismissal is at will; by determining that full protection against dismissal may only apply after a certain length of service.

During the initial period after hiring, the low threshold for both parties to terminate the contract is intended to give the parties the opportunity to decide whether the working relationship should be continued or whether it is unsuitable in practice. In the event of dismissal, the employee pays for the freedom to have had the opportunity themselves, albeit at the high price of their livelihood. That is why the probationary period is also included in the coding of this variable, although it has an objective justification.

In the early stages following employment, the minimal barrier for either party to end the agreement is designed to allow both sides to evaluate whether the employment relationship should continue or if it proves to be impractical. Upon dismissal, the employee bears the cost of having had the same chance, albeit at the steep expense of losing their means of living. The inclusion of the probationary period in the coding of this variable is thus justified by objective reasoning.

However, the restriction of protection against dismissal along a period of employment to be achieved has no protective dimension for the employee. There is no objective reason why the need for protection against arbitrary dismissal should decrease with shorter periods of employment. Indeed, workers who frequently switch jobs may require additional safeguards, as their circumstances diverge from the standard employment relationship, on which labour protection is tailored. A restriction of protection against dismissal serves only to enable employers to part with these employees more flexibly.

Sources: National Legislation & International Labour Standards

In the Romance legal family, protection against dismissal is usually found in the main labour law. Regulations on probationary periods are sometimes also found in secondary laws. C158 – Termination of Employment Convention of 1982 does not formulate anything directly related to the prohibition of a minimum period of employment. However, Art. 2 1 postulates that the convention applies to all employees.

Assessment standards and examples for intermediate values

The variable is not limited to the existence of probationary periods, which are often regulated in labour law. The regulation of a probationary period, in which both sides can terminate the employment relationship with little effort, is logically not the same as the determination of a minimum period of employment (see the example of France). It is therefore not enough to look only at probationary period regulations; conversely, however, probationary periods must be taken into account, since they have the same effect in practice.

Sweden: 1970: WoL 0 (CBR-LRI: 1; 1982: WoL 0.17 (CBR-LRI: 0.83); 1993: WoL 0.33 (CBR-LRI: 0.67); 1995: WoL 0.17 (CBR-LRI: 0.83):

Prior to 1982, there was no qualifying period for dismissal protection. The Employment Protection Act 1982 introduced a probation period of six months. This was extended to 12 months in 1993. The six-month period was restored in 1995.

Example France Code du Travail 2019, valued at 0.67:

Art.L1235-14.

The provisions relating to the sanction of dismissal of an employee with less than two years' seniority in the undertaking [...] shall not apply:

1° The nullity of the dismissal, provided for in Article L.1235-11;

3° Failure to respect the priority of re-employment, provided for in Article L.1235-13.

In the event of unfair dismissal, the employee may claim compensation corresponding to the damage suffered.

2.3 Variables concerning the equalising function of employment legislation

This set of variables is formulated to encompass key elements of the "equalising function" of labour law. It consists of two lines of legislation, namely anti-discrimination measures and regulations aimed at equalising non-standard employment relationships. These two lines of legislation can be combined as an index, or alternatively, they can be analysed independently. Some of the indicators concerning the regulation of non-standard employment could be used in the context of the analysis of the equalising function, provided that a shorter time frame (beginning with the first regulation) and inverted value are employed.

In historical terms, the emergence and differentiation of anti-discrimination legislation is measured on an exemplary level. The focus lies on gender and racial discrimination. Legislation promoting gender equality in terms of pay is crucial due to the inherent gender pay gap that often arises as a side-effect of

the standard employment relationship paradigm. Due to the pioneering character of the WoL dataset, only an exemplary number of variables could be coded.

2.3.1 E.1: The law provides for equal opportunities for men and women in terms of access to employment

Object

Measures the extent and strength of gender equality in statutory law with regard to the application and recruitment process.

Value assessment

Version 1 (2021):

Equals 1 if anti-discrimination provisions in employment or other ordinary legislation guarantee non-discrimination of women in terms of access to employment; equals 0 if no such guarantee exists.

Version 2 (2024):

Equals 1 if anti-discrimination provisions in employment or other ordinary legislation guarantee non-discrimination of women in terms of access to employment, including complex forms of discrimination; equals 0 if no such guarantee exists. Scope for further gradations between 0 and 1 to reflect limited coverage and changes in the strength of the statutory law.

Differences between versions

New template adds complexity by including complex forms of discrimination; measures gradations and thus better reflect changes in the law.

Rationale

In many parts of the world, patriarchal social structures have produced a standard employment relationship that, in its original design, corresponds to the male main or sole wage earner marriage and assigns to women primarily unpaid reproductive work. In many ways, labour-related laws have hindered or even prevented women from working on an equal footing. At the same time, stereotypical ideas have become entrenched in societies, perpetuating these older normative models of gender division.

The variable starts from this point and asks when and to what extent anti-discrimination law was introduced and strengthened to support women's access to gainful employment and to promote gender equality by prohibiting discrimination based on gender.

Sources: National Legislation & International Labour Standards

In many countries, anti-discrimination law is not exclusively a matter of labour law. It is therefore often regulated in special anti-discrimination laws. In many cases, general anti-discrimination regulations can also be found in labour codes, which are supplemented, substantiated, or reinforced by more extensive specific anti-discrimination regulations in special laws. Therefore, it is always necessary to look not only at the general labour law regulations, but also, and more importantly, at the specialised legal regulations.

The best and most reliable indications of the existence and labour law content of special legal standardisations can be found in the reports of the ILO's expert committees on Conventions C-100 and C-111 and the human rights committees on CEDAW, CERD and the UN Social Pact (ICESCR).

Different approaches to combating discrimination are particularly evident in the ILO's General Surveys on the subject of anti-discrimination from 1956 (Report on Convention C-100, p. 148-156), 1963, 1969, 1971, 1975, 1978, 1986, 1988, 1993, 1996, 2012 and 2023. They all address gender-related issues and predominantly also issues of race and ethnic origin. For E.1, it is essential to take a look at

the state reports to CEDAW (https://www.un.org/womenwatch/daw/cedaw/reports.htm) and the comments of the Committee of Experts for the Application of Conventions and Recommendations (CEACR) of the ILO (https://www.ilo.org/dyn/normlex/en/f?p=1000:20010:::NO:::).

In terms of content, CEDAW (Convention on the Elimination of All Forms of Discrimination against Women, 18 December 1979, entered into force on 3 September 1981) regulates this topic in Article 11: '1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular: (a) The right to work as an inalienable right of all human beings; (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment.'

ILO C111 - Discrimination (Employment and Occupation) Convention, 1958 regulates in Article 1 '1. For the purpose of this Convention the term discrimination includes-- (a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.'

In the case of CEDAW, the initial reports submitted within two to three years of ratification are typically particularly helpful and usually contain a brief historical summary of the legislation. The observations and direct requests of the ILO provide a good overview of deficits and positive legal developments in anti-discrimination law. Summaries of the state reports on the ratified conventions are also printed in the annual reports up until 1979. It is therefore always important to check when the state to be coded joined the relevant conventions.

Assessment Standards and Examples for Intermediate Values

V1

China: 2008: 1.

Article 27 of the Employment Promotion Law of the PRC, enacted in August 2007, prohibits the use of sex as a criterion to exclude women during recruitment processes.

Laos: 1994, 2007: 0

Article 2 Labour Code 1994. Principle of Mutual Benefit between Employers and Employees

(Comment by translators: "In Lao, this law uses a single root word for "work" and its related ideas "those who perform work" and "those who use others' work". The translators have translated that word according to context. For example, in the context of an employment relationship, the translators have used the words "employee" and "employment". Other variants include "work" and "labour". Readers should note that these English words are all translations of the same Lao root word.") The State applies the principle of ensuring mutual benefit between employers and employees without discrimination on the basis of race, colour, gender, religion and socio-political status. Employees must observe work rules and comply with labour regulations. Employers must ensure fair salaries, safe labour conditions and social security. (...)

Article 3 amended Labour Code 2007. Principles Relating to Labour

Principles relating to labour are as follow: 2. Work shall ensure that the employer and employees receive mutual benefit, without discrimination as to race, nationality, gender, age, religion, beliefs, and socio-economic status (...)

V2

China: 2008: 0.5.

Article 27, while forbidding employers and recruiters to exclude women on the basis of sex, allows the State to exclude women from jobs that are considered unsuitable to them.

Laos 1994 0.25; 2007: 0.5 (wording: see above).

2.3.2 E.2: The law prescribes special measures (e.g. affirmative action) in order to overcome labour discrimination of women

Object

Measures the presence and strength of regulation to enable and mandate the active equalisation of women.

Value assessment

Version 1 (2021):

(original variable: The law provides for regulation of positive discrimination (affirmative action/special measures) in order to overcome labour discrimination of women) Equals 1 if the law in employment or other ordinary legislation prescribes positive discrimination (affirmative action/special measures) in order to overcome gender discrimination in employment relationships; equals 0.5 if the law allows for positive discrimination in order to overcome gender discrimination in employment relationships; equals 0 if the law does not allow for positive discrimination.

Version 2 (2024):

Equals 1 if the law in employment or other ordinary legislation prescribes special measures (e.g. affirmative action) in order to overcome structural gender discrimination, including complex forms of discrimination, in employment relationships; equals 0.5 if the law allows for such special measures to be taken; equals 0 if the law does not allow for such special measures. Scope for further gradations between 0 and 1 to reflect changes in the strength of the law.

Differences between versions

Focus on complex forms of discrimination added. Change in wording. New template measures gradations and thus better reflect changes in the law.

Rationale

The unequal treatment of women, developed over thousands of years of patriarchy, cannot be overcome by simply banning unequal treatment. To counteract the perpetuation of socially embedded structures of inequality, a wide range of 'special measures' are used – both permanent measures addressing unequal treatment of men and women and temporary measures aimed at normalising certain outcomes, such as the imposition of gender quotas in certain sectors or high positions. A distinction can also be made between means of compensating for disadvantages in specific circumstances (specific health protection such as maternity protection, care responsibilities, etc.) and preferential treatment.

Gender is not the only factor that can make it more difficult for women to enter and remain in the labour market. In many cases, gender interacts with other factors such as social class, ethnicity, racialised characteristics, disability, sexual orientation, or other factors. These factors can be additive, but they can also be inextricably linked (intersectional discrimination). The strength of legal provisions for active equality can therefore be seen from whether the law merely prescribes simple equality measures, such as special measures for care responsibilities, or whether it prescribes more complex measures, such as preferential treatment or even the targeted active combating of multiple, including intersectional, discrimination.

Measures that primarily serve health protection are not to be considered.

Sources: National Legislation & International Labour Standards

See the notes on E.1.CEDAW and ILO C-111 are particularly noteworthy. Article 4: "1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no

way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved."

Article 1 ILO C111: "1. For the purpose of this Convention the term discrimination includes-- (a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;

Article 5 ILO C-111: "1. Special measures of protection or assistance provided for in other Conventions or Recommendations adopted by the International Labour Conference shall not be deemed to be discrimination. "2. Any Member may, after consultation with representative employers' and workers' organisations, where such exist, determine that other special measures designed to meet the particular requirements of persons who, for reasons such as sex, age, disablement, family responsibilities or social or cultural status, are generally recognised to require special protection or assistance, shall not be deemed to be discrimination."

Assessment standards and examples for intermediate values

V.2 2024:

The option or obligation of employers to take affirmative action presupposes, from a logical point of view, that there is a prohibition of gender discrimination. If it is unequivocal that there is no prohibition of gender discrimination, the value 0 can be assigned for this period and marked green. A full value of 1 is to be given only if the whole spectre of possible special measures is legally prescribed to a degree that women enjoy de jure and de facto complete equality, including measures designed to overcome forms of multiple discrimination and intersectional discrimination.

If generally special measures are not allowed due to the national understanding of equal treatment but measures for compensating typical disadvantages, e.g., for mothers are prescribed, the value may be up to 0.33. If further special measures are allowed but not prescribed, the value may rise to 0.5. If special measures such as affirmative action, e.g. quota systems, are prescribed, the value may rise to 0.8, depending on the strength of regulation (prescription for individual contracts and collective agreements, etc.). If cases of multiple and intersectional discrimination are covered, the value may rise over 0.8. The instalment of specialised institutions to combat discrimination of women, including their specific rights, is a factor to be considered in this context.

Austria: 2004: 1; 1990: 0.5; 1880: 0;

The Equal Treatment Act 2004 established comprehensive regulations addressing anti-discrimination in line with EU directives. Measures specifically designed to enhance equality are not regarded as discriminatory. In instances where female candidates possess qualifications that are on par with those of male candidates, they should be given priority in the selection process.

1990: An amendment to the Equal Treatment Act of 1979, in line with the CEDAW, introduced the option to implement special measures designed to advance gender equality, which should not be regarded as discriminatory. 1880: The 1990 Bundesgesetz 410. amending the 1979 Equal Treatment Act, introduced positive measures in the Austrian labour legislation for the first time.

Ethiopia 2019: 1. Both the repealed (2004) and the current (2019) proclamation provide for non-discrimination of female employees against their male counterparts in all respects. However, the new proclamation goes beyond that and provides for affirmative action in order for female employees to be given priority if they score equal results with male employees while competing for employment, promotion, or any other employment benefits.

2.3.3 E.3: The law provides for equal opportunities concerning ethnicity/race in terms of access to employment

Object

Measures the extent and strength of the legal equality of ethnically or racially disadvantaged people with regard to the application and recruitment process.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021):

Equals 1 if anti-discrimination provisions in employment or other ordinary legislation guarantee non-discrimination for ethnic/racial background in terms of access to employment; equals 0 if no such guarantee exists.

Version 2 (2024):

Equals 1 if anti-discrimination provisions in employment or other ordinary legislation guarantee non-discrimination for ethnic/racial background in terms of access to employment; equals 0 if no such guarantee exists. Scope for further gradations between 0 and 1 to reflect changes in the strength of the law.

Differences between versions

New template measures gradations and thus better reflect changes in the law.

Rationale

Discrimination against people of different skin colours and ascribed 'races', which has historically developed in the context of slavery and servitude, particularly in the context of the introduction of capitalist structures in Europe and the Americas, has resulted in persistent socio-economic inequality in many parts of the world, including corresponding disadvantages in labour markets. Racial discrimination especially impacts access to employment, where either certain jobs are de facto reserved for certain ethnic or racialised groups, or companies are de facto closed altogether for marginalised groups. The variable aims to measure the strength of the prohibition of corresponding mechanisms of discrimination and unequal treatment concerning access to employment.

The characteristics of racial discrimination and targeted measures are discussed in detail in the ILO General Survey on Equality of Treatment in Respect of Employment and Occupation of 1996[28], including country examples, to which reference is further made below.

Sources: National Legislation & International Labour Standards

See the notes on E.1.

In addition to ILO C-111, the International Convention on the Elimination of All Forms of Racial Discrimination CERD (21 December 1965, entry into force 4 January 1969) is particularly noteworthy. Its main norms in this context are:

Article 1:

"1. In this Convention, the term "racial discrimination" shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life."

28 ILO 1996, 59 ff.

Article 2:

"1. States Parties condemn racial discrimination and undertake to pursue by all appropriate means and without delay a policy of eliminating racial discrimination in all its forms and promoting understanding among all races, and, to this end: (...) (d) Each State Party shall prohibit and bring to an end, by all appropriate means, including legislation as required by circumstances, racial discrimination by any persons, group or organization;"

Article 5:

"In compliance with the fundamental obligations laid down in article 2 of this Convention, States Parties undertake to prohibit and to eliminate racial discrimination in all its forms and to guarantee the right of everyone, without distinction as to race, colour, or national or ethnic origin, to equality before the law, notably in the enjoyment of the following rights: (...) e) Economic, social and cultural rights, in particular: (i) The rights to work, to free choice of employment, to just and favourable conditions of work, to protection against unemployment, to equal pay for equal work, to just and favourable remuneration;".

Assessment Standards and Examples for Intermediate Values

See notes on E.1 for further examples.

V.1

The measuring scale is simplified, aiming to reduce the complexity of coding. Any antidiscrimination legislation prohibiting racial discrimination concerning access to employment is covered. It does not make a difference whether racial discrimination is explicitly covered or not by antidiscrimination legislation, nor the degree, if it is covered by the objective of the norm.

South Africa: 1996:1, 1999:1;

The law provides for equal opportunities concerning ethnicity/race in terms of access to employment under the Employment Equity Act 1998 [sec. 5 and sec. 6] and the Labour Relations Act 1995 [sec. 187(1)(f)]. The "above framework" refers to key South African labour laws, including the Labour Relations Act (1995), Basic Conditions of Employment Act (1997), Unemployment Insurance Act (1956, as amended), Compensation for Occupational Injuries and Diseases Amendment Act (1993), Skills Development Act (1998), Employment Equity Act (1998), and the Promotion of Equality and Prevention of Unfair Discrimination Act (2000). These laws collectively address the elimination of discrimination, promotion of equality, and fair employment opportunities, with the Employment Equity Act (EEA) playing a central role in achieving these goals.

United States of America: 1964: 1;

An equal access to employment regardless of sex or "race" was introduced by the Civil Rights Act 1964. Title VII of the Civil Rights Act of 1964 prohibits employers from engaging in discriminatory practices. It is unlawful for an employer to refuse to hire, discharge, or discriminate against any individual regarding compensation, terms, conditions, or privileges of employment based on race, colour, religion, sex, or national origin. However, before the said year, it did not include non-discriminatory access to employment.

United Kingdom: 1968: 1, 1976: 1, 2010: 1;

The Race Relations Act of 1968 in Great Britain, inspired by anti-discrimination laws in the U.S. and Canada, was enforced through a Race Relations Board rather than individual legal actions. In employment, voluntary industrial dispute procedures were used in about 40 industries, covering a third of the workforce. However, these industry panels rarely identified unlawful discrimination, leading the Race Relations Board to deem the approach ineffective. The Act remained in place until it was replaced in 1976.

V.2

V.2 has been modified to make developments visible and better represent the complex development of antidiscrimination legislation concerning race. From a general prohibition of discrimination, a differentiation between direct and indirect discrimination has been developed, among others. Short time limits to complain against discrimination may frustrate activities to engage against discrimination and thus reduce the effects of the law.

2.3.4 E.4: The law prescribes special measures (e.g., affirmative action) in order to overcome labour discrimination of groups disadvantaged in terms of ethnic/racial backgrounds

Object

Measures the presence and strength of regulation to enable and mandate the active equalisation of historically racially or ethnically disadvantaged groups.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021):

(original variable: The law provides for regulation of positive discrimination (affirmative action/special measures) in order to overcome labour discrimination of groups disadvantaged in terms of ethnic/racial backgrounds): Equals 1 if the law in employment or other ordinary legislation prescribes positive discrimination (affirmative action/special measures) in order to overcome racial/ethnic discrimination in employment relationships; equals 0.5 if the law allows for positive discrimination in order to overcome racial/ethnic discrimination in employment relationships; equals 0 if the law does not allow for positive discrimination.

Version 2 (2024):

Equals 1 if the law in employment or other ordinary legislation prescribes special measures (e.g. affirmative action) in order to overcome structural racial/ethnic discrimination, including complex forms of discrimination, in employment relationships; equals 0.5 if the law allows for such special measures to be taken; equals 0 if the law does not allow for such special measures. Scope for further gradations between 0 and 1 to reflect changes in the strength of the law.

Differences between versions

Focus on complex forms of discrimination added. Change in wording. New template measures gradations and thus better reflect changes in the law.

Rationale

The discrimination of people of other skin colours and ascribed 'races', which developed historically in the context of slavery and servitude, particularly in connection with the introduction of capitalist structures in Europe and the Americas, has resulted in persistent socio-economic inequality in many parts of the world, including corresponding disadvantages in labour markets. To counteract the perpetuation of these socially embedded structures of inequality, a wide range of special measures is also used here (see E.2). [29]

As early as 1996, the ILO defined special measures as follows: 'These programmes of corrective measures are, in most cases, well defined and multi-faceted: whether they are presented as positive discrimi-

29 ILO 2023, 36 f.

nation programmes in favour of certain categories of specially disadvantaged workers, or as practical activities, in particular in the area of training and education, or in the form of some other pragmatic solution, they are an offshoot of the realisation that the prohibition of discrimination is not enough to make it disappear in practice, even if the prescriptive mechanisms are applied correctly.'

The ascribed 'race', ethnicity or national origin is not the only factor that can make it more difficult for ethnic, national or racially disadvantaged minorities to access and remain in the labour market. In many cases, these characteristics interact with other factors such as social class, gender, disability, sexual orientation, or other factors. These factors can have an additive effect, but they can also be inextricably linked (intersectional discrimination). [30] The strength of legal regulations for active equality can therefore be seen from whether only simple equality measures such as special measures for care responsibilities are prescribed, or whether more complex measures such as preferential treatment up to the targeted active combating of multiple, including intersectional, discrimination are prescribed by law. With this variable, it is important to pay close attention to whether 'race' and/or ethnic and/or national origin are explicitly listed in the law.

The characteristics of racial discrimination and targeted measures against it are discussed in detail in the ILO General Survey on Equality in Employment and Occupation of 1996[31], with country examples provided, to which reference is made here.

The option or obligation of employers to take special measures (affirmative action) presupposes that there is a prohibition of discrimination regarding race/ethnicity. If it is unequivocal that there is no prohibition of discrimination with regard to race/ethnicity, the value 0 can be assigned for this period and marked green.

Sources: National Legislation & International Labour Standards

See the comments on E.1. and E.3.

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United Kingdom: 2010: 0.5;

The Equality Act 2010 allowed private employers to take positive action but did not make it mandatory. Prior to this, affirmative action or special measures in recruitment and promotion were not permitted.

United States of America: 0;

The wording of the law prohibited any discrimination, including special measures.

South Africa: 1999: 1, 2014: 1;

The law, Employment Equity Act 1998 [sec. 2, sec. 6, sec. 15], as amended by Employment Equity Amendment Act 2013, imposes measures of affirmative action.

2.3.5 E.5: Equal pay for work of equal value for is legally provided for

Object

Measures the strength of regulation for gender equality in terms of pay determination.

Measuring scale

Quasi metric.

30 ILO 2023, 40 ff.
31 ILO 1996, 59 ff.

Value assessment

Version 1 (2021):

Equals 1 if equal pay for work of equal value is guaranteed by law; equals 0 if there is no legal provision.

Version 2 (2024):

Equals 1 if equal pay for work of equal value is guaranteed by statutory law; equals 0 if there is no legal provision. Scope for further gradations between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures gradations and thus better reflect changes in the law. In particular, equal pay for equal work is now measured as a partial value of this variable.

Rationale

The principle of equal pay developed in the context of ILO and other international human rights instruments forms part of the general principle of non-discrimination concerning labour conditions. In terms of remuneration, its meaning is twofold. On the one hand, there is the narrower principle of equal pay for equal work. On the other hand, there is the wider principle of equal pay for work of equal value. Although it certainly also contains the idea that equal work should be paid equally, it has a proper meaning beyond "equal pay for equal work". Legislation is considered to fall under this indicator if the principle of equal pay reaches beyond (i) the same or similar work, (ii) the same establishment, and (iii) jobs carried out by both sexes. In other words, legislation must allow for the comparison of work which, on first view, is different, carried out in different places and potentially even for different employers, and guarantee that jobs effectively carried out only by women or men can also be compared.

As potential actors, next to employers and workers, also the authors of collective agreements can be addressed by the legal norm. Since the wage-finding machinery can differ widely from country to country and the objective is to detect its introduction into law, not its efficiency, it shall be sufficient if the principle is established as binding either on employers directly or on the authors of collective agreements. Legislation covering only one branch or the public sector will not suffice; the norm or set of norms should be recognizable as aiming to realise the general principle for waged labour or at least blue-collar workers.

The strength of the law may be influenced vertically, e.g., by partial regulation for large sectors such as the public sector, and horizontally by the level of regulation (e.g., business unit, company, sectoral collective agreements, and in general for all private and collective agreements). The more restricted the scope of application, the lower the value assigned. For instance, a simple mandatory "equal pay for equal work" rule should not exceed 0.15 points.

The indicator especially refers to gender discrimination. Thus, legislation restricted to equal pay for work with equal value with an explicit gender perspective (Article 2 ILO C-100) will be fully accepted. It is necessary to comment in every case whether the law refers explicitly to gender or not.

Sources: National Legislation & International Labour Standards

For research on the introduction of regulation, reports of the committees of experts on the application of conventions concerning ILO C-100 and C-111 and the respective general surveys (1963, 1975, 1986, 1996), as well as ICESCR and CEDAW national reports and concluding observations, must have been taken into account before declaring data as missing.

In the ILO constitution of 1919, Article 427 of the Treaty of Versailles (Article 41 of the constitution) introduced nine "methods and principles (...) of special and urgent importance", the seventh of which was:

"The principle that men and women should receive equal remuneration for work of equal value." The ILO constitution in its 1946 wording moved the "recognition of the principle of equal remuneration for work of equal value" in its preamble, erasing the reference to gender. Article 2 of convention C-100 (1951) states: "Each Member shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value."

Beyond ILO, the principle has been introduced to international human rights documents.[32] Article 23 (2) of the Universal Declaration of Human Rights (UDHR 1948) says, "Everyone, without any discrimination, has the right to equal pay for equal work." In Article 7 lit. a (i), the International Covenant on Economic, Social and Cultural Rights (ICESCR 1966) recognizes the right of everyone to "fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work". Article 11 (1) lit d of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW 1979) "the right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the equality of work".

Assessment Standards and Examples for Intermediate Values

General dispositions of non-discrimination are not considered to be sufficient.

A typical "equal pay for equal work" norm that does not contain provisions of equal pay for work of equal value can be found in the French Overseas Labour Code 1952, Article 91: "91. In equal conditions as regards work, skill and output, the same wage shall be payable to all workers, irrespective of their origin, sex, age, and status, subject to the provisions of this Title." This rule only covers equal conditions, not comparable conditions that have the same value. A full 1 should be assigned only where the law prescribes objective discrimination-free criteria for the assessment of work of equal value (e.g., educational level, training, skills, experience, responsibilities, etc.).

V.1:

Croatia: 1976: 0; 1989: 0; 1996: 1;

1996: The principle of equal pay for work of equal value is introduced in 1995 Labour Law Act and any provision that violates that principle, whether by contractual agreement or other legal rules, is considered null and void.

1989: The Yugoslavian Employment Law has been adopted as Croatian by virtue of Act of 26 June 1991. The principle of equal pay for equal work is not regulated by law. 1976: The principle of equal pay for work of equal value is not regulated by law.

Austria: 2004: 1; 1979: 0; 1880: 0;

2004: The Equal Treatment Act 2004 introduced a broad set of rules concerning anti-discrimination based on EU directives, providing that if an employee receives lower pay than an employee of the opposite sex for the same work or for work that is recognised as being of equal value due to the employer violating the equal treatment obligation, then the affected employee is entitled to claim the difference in pay from his/her employer, as well as compensation for the personal injury suffered.

1979: The Equal Treatment Act 1979 did not contain any reference to equal remuneration for work of equal value. Article 2 provided a more diluted prohibition of discrimination based on sex. In the fixing of remuneration, no person may be discriminated against on grounds of sex; the expression "discrimina-

32 For regional treaties, cf. ILO 1986, p. 4

tion" means any differentiation made to the detriment of the person concerned without material justification.

1880: Before 2004, the principle of equal remuneration for work of equal value was implemented in collective agreements but not in the ordinary labour laws legislation.

V.2:

Value 0.5:

Laos, Labour Code 1971: equal pay for work of equal value is guaranteed but no specific criteria are laid down. Sec. 82: "In cases of equality in type of work, qualifications and output, equal remuneration shall be given to all workers irrespective of their origin, sex, age and status, subject to the provisions of this Title."

Value 0.75:

Laos, Amended Labour Code 2006: equal pay for work of equal value is guaranteed but no specific criteria are laid down. Article 45. "Equal Right in Receiving Salary or Wages. Employees who perform equal quantity, quality, and value of work are entitled to receive equal salary, wages or other policies without any discrimination as to race, nationality, gender, age, religion, belief, or social-economic status."

2.3.6 E.6: The law provides for equal opportunities for men and women in terms of working conditions

Object

Measures the extent and strength of women's legal equality in terms of working conditions.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021):

Equals 1 if legal provisions in employment or other ordinary legislation guarantee non-discrimination of women in terms of general working conditions; equals 0.5 if equal pay for equal work is legally provided for; equals 0 if no such guarantee exists.

Version 2 (2024):

Equals 1 if legal provisions in employment or other ordinary legislation guarantee non-discrimination of women in terms of general working conditions; equals 0 if no such guarantee exists. Scope for further gradations between 0 and 1 to reflect limited coverage and changes in the strength of the statutory law.

Differences between versions

New template measures gradations and thus better reflect changes in the law.. Equal pay is not measured by this indicator anymore.

Rationale

The unequal treatment of women that has developed over thousands of years of patriarchy cannot be overcome by simply banning unequal treatment. To end this tradition of discrimination and unequal treatment, antidiscrimination law has been introduced, with gender discrimination being among the first to be addressed. This variable exclusively covers legislation concerning working conditions, although general antidiscrimination norms covering both access to work and working conditions are to be considered as well.

V1:

The measuring scale is simplified, aiming to reduce the complexity of coding. Any antidiscrimination legislation prohibiting female discrimination is covered. Since equal pay for equal work rules are special forms of antidiscrimination law, they are given an intermediate value since they are not covered by the equal pay standard in E.5 V.1. It does not make a difference whether gender discrimination is explicitly covered or not by antidiscrimination legislation, nor the degree, if it is covered by the objective of the norm.

V.2:

V.2 has been modified to make developments visible and better represent the complex development of antidiscrimination legislation concerning gender. From a general prohibition of discrimination, a differentiation between direct and indirect discrimination has been developed, among others. Since individual complaints will seldom be made against the employer in an ongoing employment relationship, the law may provide for collective bodies to engage in defence and on behalf of employees and foresee special procedures. Short time limits to complain against discrimination may frustrate activities to engage against discrimination and thus reduce the effects of the law.

Gender is not the only factor that can make it more difficult for women to enter and remain in the labour market. In many cases, gender interacts with other factors such as social class, ethnicity, racialised characteristics, disability, sexual orientation, or other factors. These factors can be additive, but they can also be inextricably linked (intersectional discrimination). The strength of legal provisions for active equality can therefore be seen from whether the law merely prescribes simple equality measures, such as special measures for care responsibilities, or whether it prescribes more complex measures, such as preferential treatment or even the targeted active combating of multiple, including intersectional, discrimination.

Measures that primarily serve health protection are not to be considered.

Sources: National Legislation & International Labour Standards

See explanations in E.1.

Assessment Standards and Examples for Intermediate Values:

Value 0:

Egypt, Labour Code 2003, Art. 88

Subject to the provisions of the following articles, all provisions regulating the employment of workers shall apply to women workers, without discrimination among them, once their work conditions are analogous.

Egypt, Labour Code 1981, Art. 151

Without prejudice to the following sections, all provisions governing the employment of male workers shall apply, without any discrimination, to female workers performing the same job.

The Egyptian norms would receive the value "0", since they do not guarantee anti-discriminatory practice by employers but only the indiscriminate application of the law.

V.1 Value 0.5, V.2 Value 0.1: Laos Labour Code 1971

Sec. 48. (...) In particular, the following cases of dismissal shall be considered to be wrongful: dismissal effected on insufficient grounds or because of the opinions of the worker, his trade union activity, his membership or non-membership of a particular trade union, the fact of applying for appointment or of acting or having acted as a staff representative or the fact of having in good faith lodged a complaint or participated in legal action taken against an employer on account of alleged violations of the laws and regulations, and dismissal on grounds of race, colour, sex, marital status, religion, political opinions, or national or social origin.

V.1 Value 0.5, V.2 Value 0.25: Laos Labour Code 1994

Article 2. Principle of Mutual Benefit between Employers and Employees (comment by translators: "In Lao, this law uses a single root word for "work" and its related ideas "those who perform work" and "those who use others' work". The translators have translated that word according to context. For example, in the context of an employment relationship, the translators have used the words "employee" and "employment". Other variants include "work" and "labour". Readers should note that these English words are all translations of the same Lao root word.") The State applies the principle of ensuring mutual benefit between employers and employees without discrimination on the basis of race, color, gender, religion and socio-political status. Employees must observe work rules and comply with labour regulations. / Employers must ensure fair salaries, safe labour conditions and social security. (...)

V. 1 Value 1, V.2 Value 0.75: Laos amended Labour Law 2006

Article 3. Principles Relating to Labour / Principles relating to labour are as follow: (...) 2. Work shall ensure that the employer and employees receive mutual benefit, without discrimination as to race, nationality, gender, age, religion, beliefs, and socio-economic status (...)

2.3.7 E.7: The law provides for equal opportunities in terms of working conditions concerning ethnicity/race

Object

Measures the extent and strength of the legal equalisation of ethnically or racially disadvantaged people in terms of working conditions.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021):

Equals 1 if legal provisions in employment or other ordinary legislation guarantee non-discrimination for racial/ethnic reasons in terms of general working conditions; equals 0.5 if equal pay for equal work is legally provided for including workers of the same gender without racial/ethnic discrimination; equals 0 if no such guarantee exists.

Version 2 (2024):

Equals 1 if legal provisions in employment or other ordinary legislation guarantee non-discrimination for racial/ethnic reasons in terms of general working conditions; equals 0 if no such guarantee exists. Scope for further gradations between 0 and 1 to reflect limited coverage and changes in the strength of the statutory law.

Differences between versions

New template measures gradations and thus better reflect changes in the law.. Equal pay is not measured by this indicator anymore.

Rationale

The unequal treatment based on the construction of race and ethnic differences that has developed, especially in the context of slavery, colonialism, and imperialism, cannot be overcome by simply banning unequal treatment. To end this tradition of discrimination and unequal treatment, antidiscrimination law has been introduced, with racial discrimination being among the first to be addressed. This variable exclusively covers legislation concerning working conditions, although general antidiscrimination norms covering both access to work and working conditions are to be considered as well.

V.1:
The measuring scale is simplified, aiming to reduce the complexity of coding. Any antidiscrimination legislation prohibiting racial discrimination is covered. Since equal pay for equal work-rules are special forms of antidiscrimination law, they are given an intermediate value since they are not covered by the equal pay-standard in E.5 V.1. It does not make a difference whether racial discrimination is explicitly covered or not by antidiscrimination legislation, nor the degree, if it is covered by the objective of the norm.

V.2:
V.2 has been modified to make developments visible and better represent the complex development of antidiscrimination legislation concerning gender. From a general prohibition of discrimination, a differentiation between direct and indirect discrimination has been developed, among others. Since individual complaints will seldom be made against the employer in an ongoing employment relationship, the law may provide for collective bodies to engage in defence and on behalf of employees and foresee special procedures. Short time limits to complain against discrimination may frustrate activities to engage against discrimination and thus reduce the effects of the law.

Race is not the only factor that can make it more difficult for women to enter and remain in the labour market. In many cases, racial or ethnic criteria interact with other factors such as gender, social class, disability, sexual orientation, etc. These factors can be additive, but they can also be inextricably linked (intersectional discrimination). The strength of legal provisions for active equality can therefore be seen from whether the law merely prescribes simple equality measures or whether it prescribes more complex measures, such as preferential treatment or even the targeted active combating of multiple, including intersectional, discrimination.

Sources: National Legislation & International Labour Standards

See the explanations in E.1. and E.3. ILO reports of the CEACR concerning C111; CERD annual reports.

Assessment Standards and Examples for Intermediate Values

China: 1986: 0; 1992: 0; 1995: 1; 2008: 1;

1986: Legal provisions guaranteeing non-discrimination for racial/ethnic reasons in terms of working conditions could not be found in the Provisional Regulations of 1986. It is very likely that such a provision did not exist then.

1992: Article 23 (now Art. 24) of the Protection of Women Rights and Interests Law of the People's Republic of China 1992 states that "Equal pay for equal work shall be applied to men and women alike."

1994: Article 12 states under the Labour law of the People's Republic of China, 1994, that "Labourers shall not be discriminated against in employment, regardless of their ethnic community, race, sex, or religious belief."

2007: Article 28 of the Employment Promotion Law of the People's Republic of China 2007 states that "The labourers of all ethnic groups enjoy equal labour rights."

2.3.8 E.8: *Employees enjoy the right to a universal minimum wage*

Object

This indicator records whether and to what extent a statutory minimum wage is provided for. It does not measure the level of the minimum wage or the age gradation.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021):

Equals 1 if a universal minimum wage is legally foreseen. Equals 0.67 if the law foresees differential minimum wages regulated by sector or profession without a universal wage floor, or if the universal minimum wage includes broader exceptions, e.g. for part-time workers. Equals 0.33 if the law provides for the possibility to introduce minimum wages by sector, profession, region or otherwise on an occasional basis. Equals 0 otherwise.

Version 2 (2024):

Equals up to 1 if a universal minimum wage is legally foreseen. Equals up to 0.67 if the law foresees differential minimum wages regulated by sector or profession without a universal wage floor. Equals up to 0.33 if the law provides for the possibility to introduce minimum wages by sector, profession, region, or otherwise on an occasional basis. Equals 0 otherwise. Scope for further gradations between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures gradations more precisely and thus better reflect changes in the law.

Rationale

In an employment relationship, the employee transfers the power of disposition over their productive labour to their employer for a fixed period of time in exchange for a wage. The amount of the wage is generally determined by the contractual parties.

However, there is an elementary contradiction of interests in the wage negotiation: for the employer, wages are costs that they want to keep as low as possible. For employees, on the other hand, the level of pay determines the extent of their opportunities for reproduction and social participation – so they have an interest in the highest possible pay. Without legal/collective regulation, this contradiction is resolved in favour of the employers by competing among employees: the pay that has to be paid is the lowest amount for which an employee can be found.

In this race to the bottom, there are periods of increased unemployment and underemployment, in particular, when wage levels are not even high enough to fully cover basic reproduction costs (housing, nutrition, clothing, health) or to enable a minimum standard of living. Politically undesirable consequences such as the endangerment of public health due to malnutrition, the increase in crime and homelessness – or, where applicable, the burden on the social system – can be limited or combated by the state through the introduction of a minimum wage.

By setting minimum wages or sanctioning autonomous minimum wage instruments, the state sets a lower minimum level of pay. This sets a minimum level of economic equality in the sense of equalising in order to limit the competition of underbidding anchored in the logic of the market.

Sources: National Legislation & International Labour Standards

There is often a separate secondary law on minimum wage regulations.

First international standards can be found in the ILO constitution (1919). In 1928, ILO convention C-26, seconded by recommendation R-30 (1928), was introduced. In 1951, the Minimum Wage-Fixing Machinery (Agriculture) Convention (C-99) and Recommendation (R-89) were passed, complementing C-26 and R-30. In 1970, with special focus on developing countries, the Minimum Wage Fixing Convention (C-131) and Recommendations (R-135) were adopted. Articles 6 and 7 ICESCR contain provisions in this context as well.

The ILO constitution since 1919 contains in its preamble the demand for conditions of labour that, among others, guarantee "the provision of an *adequate living wage*". As part of the nine "methods and prin-

ciples (...) of special and urgent importance" introduced in Article 41 of the Constitution (Article 427 Treaty of Versailles), the third principle is: "The payment to the employed of a *wage adequate to maintain a reasonable standard of life* as this is understood in their time and country."

Article 1 of ILO convention C-26 (1928) requires the introduction of a "machinery" designed to introduce minimum wages for selected sectors in which (i) collective agreements cannot be effectively regulated, and (ii) wages are "exceptionally" low: "Each Member of the International Labour Organisation which ratifies this Convention undertakes to create or maintain machinery whereby minimum rates of wages can be fixed for workers employed in certain of the trades or parts of trades (and in particular in home working trades) in which no arrangements exist for the effective regulation of wages by collective agreement or otherwise and wages are exceptionally low." Article 2 C-26 provides that minimum wages in this case shall be introduced after consultation with employers´ organisations and trade unions of the sector.

A much broader coverage, although not universal, was introduced by C-131. Article 1 (1) states, "Each Member of the International Labour Organisation which ratifies this Convention undertakes to establish a system of minimum wages which covers all groups of wage earners whose terms of employment are such that coverage would be appropriate"

Article 6 (1) ICESCR provides that "The States Parties to the present Covenant recognize the right to work, which includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts, and will take appropriate steps to safeguard this right." Article 7 ICESR states that "The States Parties to the present Covenant recognize the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular: (a) Remuneration which provides all workers, as a minimum, with: (i) Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work; (ii) A decent living for themselves and their families in accordance with the provisions of the present Covenant; (...)".Sources necessarily to be consulted if gaps remain:

ILO general surveys on minimum wages and equivalent reports (2013, 1992, 1961, 1928, 1927)

ILO reports of the CEACR concerning C-26 and C-131

ICESCR country reporting scheme.

Assessment Standards and Examples for Intermediate Values

V.1:

The measuring scale is simplified aiming to reduce complexity of coding.

The indicator measures whether at all and up to which outreach a concept of minimum wages has been introduced. The extreme points are the existence of universal minimum wages or no minimum wages at all. The concept of minimum wages in case of doubt is designed to avoid low payments for marginalised workers. Legal provisions that are *not explicitly* designed as minimum wage regulations but de facto provide minimum wages for workers in branches with collective agreements by ordering extension to non-organised employers and employees are therefore *not to be considered*.

A value of 0 thus is to be given if there is no minimum wage setting machinery introduced or foreseen by law at all.

If the law provides for the possibility to fix mandatory minimum wages on an occasional base, e.g., by sectoral/branch level, by profession, or for selected regions only, by decree, the value is 0.33. The international standard model for this legislation can be found in ILO C-100.

If the legislation mandates the guarantee of minimum wages across all sectors (interpreted here as synonymous with fields/industries/branches/trades) but fails to establish a universal minimum wage as a minimum standard applicable to any worker who's not covered by sectoral minimum wages, higher-

paid collective agreements or any other provisions guaranteeing a better wage level, the value set is 0.67. The distinction between 0.33 and 0.67 hinges on whether the legislation permits the establishment of minimum wages solely on a case-by-case basis, typically following a political decision, or whether workers generally can expect to receive at least sectoral minimum wages set either by collective agreement or state decree. The distinction with respect to the universal minimum wage hinges on whether the legislation establishes a universal baseline, particularly addressing situations that do not easily fit within a specific sector. Thus, even if the law requires that the set of minimum wages must be complete and gapless but does not stipulate a general bottom-line for the cases that cannot be clearly subsumed under one sector, the value is 0.67. The rationale of differentiation is whether for a worker it is clear in each and every case what is the absolute minimum he or she can expect.

The value of 1 is given if there is a universal minimum wage which applies in case no other (better) collective or individual agreement applies. If there is a universal bottom-line but higher minimum wage may be introduced on sectoral level, by region, profession, age or otherwise, the value is 1.

The indicator only shows whether and how the law regulates the material concept and methods of introduction and reform of minimum wages or not. The amounts of wages, the actual setting and reform of decrees on amounts, branches etc. is not measured. Furthermore, only the fixing of minimum wages by state actors is being considered.

The possibility of extending the applicability of collective agreements is only of interest for coding in case of differential minimum wages by sector (value 0.67), e.g. in case the law provides for the extension of collective agreements if existing, and fixing wages by decree in sectors without collective agreement. The rationale behind this developed in the ILO constitution and convention C-26 is that regulation concerning minimum wages should especially reach out to the most vulnerable groups. Sectors and activities concentrating these workers are typically those where trade unions are weakest and collective agreements therefore often cannot be reached.

Yemen: 1991: 1;

There is a universal minimum wage. For further reference, Article 55 Labour Code, Act no.5 of 1995, outlines the basis for minimum wages to assure fair compensation for workers. Firstly, it authorises that the minimum wage paid to a worker must not be lower than the minimum wage set by the State Administration. For workers, whose wage is paid on the basis of the production or the piece rates, their average daily earnings must be met or exceed the daily minimum wage specified for their respective industry or occupation. Additionally, workers who are not paid on a monthly, weekly or daily basis, their wages must be calculated based on the average daily earnings of the workers in the similar work, who have worked for the same employer. These calculations should be reflecting the wages earned for the actual days worked over the past year or their total period of employment if they have worked for less than a year.

Minimum wages are governed under the Labour Code (Act No.5 of 1995), as amended up to Law No. 15 of 2008. There is no established minimum wage for private sector workers in Yemen. Labour Code only stipulates that the minimum wage payable to a worker cannot be less than the minimum wage payable to the public sector employees (state administration). The current minimum wage for public sector workers (civil servants) is 21,000 Rials per month. Although the Labour Code does not specify the minimum wage for private sector workers explicitly, it does give clear provisions on the minimum wage rates for trainees (apprentices), young workers and piece rate workers

Australia: 1904: 0; 1908: 0.67; 1912: 0.33; 1988: 0.33; 2006: 0.33; 2010: 0.33;

1904: It is not obvious whether the provision of section 31 had been included in the principal act of 1904 for which only the amended version of the text is available. Pursuant to the secondary legislation the Federal Commonwealth Parliament was limited to issuing provision for conciliation and arbitration and not for fixing wages.

1908: The Minimum Wage Act of New South Wales provides for a minimum wage for workmen and shop-assistants but does not have a universal floor.

1912: Although the Industrial Arbitration Act 1912 of New South Wales did not expressly repeal the Minimum Wage Act 1908 it becomes obvious that the ILO documents in the 1920s and 1930s did not refer to the Minimum Wage Act 1908 but to the Industrial Arbitration Act of 1912 with its amendments. (E.g. ILO NatRep C026 Minimum Wage "New South Wales. The Industrial Arbitration Act, 1912 as amended (L. S. 1926, Austral. 7; 1927, Austral. 7; 1929, Austral. 5; 1931, Austral. 13)." p. 423).

1988: Industrial Relations Act 1988 repealed the Commonwealth Conciliation and Arbitration Act 1904-1987.

2010: The Fair Work Act only legitimates the Fair Work Commission to issue National Minimum Orders to set an annual minimum wage for the whole country. 2010 the Commission issued an order, setting a national minimum Wage.

V.2 (2024):

Developments in the minimum wage regime are to be reflected in the 2024 variable. The two main factors here are a) the degree of coverage of the minimum wage regulations in relation to industries/sectors and the total workforce, and b) the difficulty of setting it. For example, if only a single sectoral minimum wage is possible (e.g. for homeworkers), the value is set significantly lower (by default at 0.1) than if the sectoral figure is unlimited (by default 0.33). When considering the possibility of a declaration of general applicability for collective agreements, it is necessary to determine whether an application from both collective bargaining partners is required or whether an application from one party is sufficient, as well as whether other criteria must be met (minimum representation of companies bound by collective agreements?). The easier and more extensive the determination, the higher the value to be set.

2.3.9 E.9 (Former CBR-LRI 4) - Fixed-term contracts are allowed only for work of limited duration

Object

The variable measures the extent to which the use of fixed-term employment relationships is restricted.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if the law imposes a substantive constraint on the conclusion of a fixed-term contract, by, for example, allowing temporary hirings only for jobs which are temporary by nature, training, seasonal work, replacement of workers on maternity or sick leave, or other specified reasons. Equals 0 otherwise. Scope for gradation between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if the statutory law imposes a substantive constraint on the conclusion of a fixed-term contract, by, for example, allowing temporary hiring only for jobs which are temporary by nature, training, seasonal work, replacement of workers on maternity or sick leave, or other specified reasons. Equals 0 otherwise. Scope for gradation between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

Fixed-term employment relationships played a central role, in particular in the introduction of modern labour law that drew the line of demarcation from serfdom and slavery. In many countries of the Global South, in particular, employment relationships were initially not constructed as continuing obligations but as fixed-term employment relationships and later gradually replaced by continuing obligations, which first required notice to terminate. The main function of the fixed-term employment relationship was initially to bind employees for longer periods, as is still common practice in professional football, for example.

The function of the fixed-term employment relationship underwent a radical change with the introduction of protection against unfair dismissal, which made the existence of a reason for dismissal a prerequisite for the validity of the termination of employment. From that moment on, the fixed-term employment relationship could be used to circumvent protection against unfair dismissal. The limitation of the possibilities for fixed-term contracts is therefore only of interest and should be codified following the introduction of protection against unfair dismissal.

The strength of protection depends on the one hand on the extent to which the – potentially legitimate – reasons for the fixed-term contract are legally limited and on the other hand, on the extent to which fixed-term employees are placed on an equal or better footing than permanent employees with regard to severance pay and remuneration.

Sources: National Legislation & International Labour Standards

In addition to the labour codes, it is necessary to examine whether specific laws on fixed-term contracts have been introduced. Particularly in the EU context, the likelihood of the existence of corresponding regulations is relatively high, almost without exception, due to the necessity of implementing Council Directive 1999/70/EC of 28 June 1999 from 2001 at the latest.

In particular, the ILO General Surveys on protection against dismissal from 1974[33], 1995[34], 2000[35] and 2011[36] should be consulted as needed.

Assessment Standards and Examples for Intermediate Values

CBR-LRI: Italy: 1970: 1; 1987: 0.75; 2001: 0.5; 2012: 0.33; 2014: 0; 2018: 0.5;

"Law 230 of 1962 permitted the use of fixed-term contracts only in a range of narrowly defined circumstances, breach of which led to the contract being regarded as permanent. From 1987, the law mitigated these requirements, in particular by authorising collective agreements to widen the circumstances under which FTCs were lawful. From 2001, when the Fixed-Term Employment Directive was implemented, the grounds of use of FTCs were liberalised again, as justifications referring to the technical, productive or organisational needs of the enterprise and to the case of substitution of a temporarily absent worker were substituted for the previous, strict controls. The 2012 reform further loosens the requirements for use of FTCs: the need of justification was eliminated for contracts of less than 12 months' duration. The legislation on fixed-term contracts was further amended in 2014: an employment contract may be concluded for up to 36 months with a maximum of five extensions without giving a reason. In addition, the number of fixed-term workers employed by a single employer with more than five workers may not exceed 20% of the number of workers employed under employment contracts of indefinite duration as of 1 January of each year. The 'Dignity Decree' of July 2018 (Law 96 of 2018) requires objective justification for the use of a fixed term contract wherever the initial term is over 12 months. Seasonal work is no longer a permissible reason."[37]

33 ILO 1974.
34 ILO 1995.
35 International Labour Organization et al. 2000.
36 ILO 2011a.
37 The Dignity Decree has been repealed by a new Legislation in 2023 eliminating the strict justification requirements for

CBR-LRI: Korea: 1970: 0.67;

"Successive statutes have established that an FTC requires objective justification. Currently Art. 16 LSA sets a limit of one year unless a longer fixed term can be justified by project requirements. FTPTE 2006: total cumulative duration of FTCs must not exceed 2 years unless one of a number of objective circumstances is met. 2013: all public sector FTCs to be converted to indefinite contracts by 2015."

2.3.10 E.10 (former CBR-LRI 6) – Maximum duration of fixed-term contracts

Object

The variable measures the maximum duration of temporary employment relationships, and thus the potential for circumventing employment protection legislation with regard to the maximum duration.

Measuring scale

Metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Measures the maximum cumulative duration of fixed-term contracts permitted by law before the employment is deemed to be permanent. The score is normalised from 0 to 1, with higher values indicating a lower permitted duration. The score equals 1 if the maximum limit is less than 1 year and 0 if it is 10 years or more or if there is no legal limit.

Version 2 (2024):

Measures the maximum cumulative duration of fixed-term contracts permitted by statutory law before the employment is deemed to be permanent. The score is normalised from 0 to 1, with higher values indicating a lower permitted duration. The score equals 1 if the maximum limit is less than 1 year and 0 if it is 10 years or more or if there is no legal limit.

Differences between versions

New template measures only statutory law.

Rationale

The possibility of long-term precarious employment and consequently the lack of protection of those affected depends largely on whether and to what extent the use of fixed-term contracts is limited in time – at least as far as the alternative of permanent employment is concerned. From the employee's perspective it is ideal to be able to decide when the employment relationship ends and not to be at the mercy of the employer from day one. At most, a maximum limit of a few months for seasonal jobs leaves the protection against dismissal largely untouched. If the maximum limit is more than a year, from the employee's perspective there is a not insignificant increase in precariousness, which, with a maximum limit of 10 years, is equivalent to an absence of protection against dismissal. The coding values are set up accordingly.

Sources: National Legislation & International Labour Standards

See E.9.

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renewals. The reasons specified by the 2023 decree are not associated solely with the temporary nature of the employment, but rather with production requirements (which may be temporary, among other possibilities) and instances of worker substitution. The value assigned should now (January 2025) be 0.5. The dignity decree was way more restrictive and should have had a 0.75 value.

Assessment Standards and Examples for Intermediate Values

CBR-LRI: Germany: 1985: 0.85; 1996: 0.8;

"Before 1985, § 620 BGB provided that in general fixed term contracts were possible. Case law established that justification was required for their use if there would otherwise have been evasion of dismissal protection but did not set a maximum duration. BeschFG 1985 provided that short-term contracts for less than 18 months did not require justification. BeschFG 1996 extended this period to 2 years. Since 2000. TzBfG consolidates the law. § 14(1) TzBfG provides that in general, good reason is required, and gives various examples. § 14(2) TzBfG provides that no good reason is required if the contract is for less than 2 years. Under a 2004 amendment, for new companies § 14(2a) TzBfG extends the period to not more than 4 years."

CBR-LRI: Bolivia: 1970: 0.9;

"Ministerial Resolution No. 283/62 (1962) 12 months maximum length of FTCs. Ministerial Resolution 193/72: any fixed term contract that is renewed once becomes a permanent contract."

CBR-LRI: North Macedonia: 1993: 0.7; 2005: 0.6; 2008: 0.5;

"LL SFRY Art.12, no maximum duration. LL 2001 Art.37: maximum 12 months. LRA 1993: 3 years. LRA 2005 limited FTCs to 4 years cumulative duration. In 2008, this limit was removed (Law no.106). LRA Art. 46(1) now limits to 5 years."

2.3.11 E.11 (former CBR-LRI 7) – Agency work is prohibited or strictly controlled

Object

Measures whether the temporary employment or employee leasing is materially limited – not whether the establishment and operation of private employment agencies are limited at all.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if the legal system prohibits the use of agency labour. Equals 0.5 if it places substantive constraints on its use (in the sense of allowing it only if certain conditions are satisfied, such as a demonstrable need on the part of the employer to meet fluctuations in labour demand). Equals 0 if neither of the above. Scope for further gradation between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if the legal system prohibits the use of agency labour. Equals 0.5 if it places substantive constraints on its use (in the sense of allowing it only if certain conditions are satisfied, such as a demonstrable need on the part of the employer to meet fluctuations in labour demand). Equals 0 if neither of the above. Scope for further gradation between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

The use of temporary employment (temporary work) regularly results in a division of the workforce into permanent employees (core workforce) and those who are only temporarily in the company (marginal workforce). Temporary employees are often not only subject to exclusion and discrimination by

employers and colleagues due to their lack of full integration into the company, but they are also often disadvantaged in terms of working conditions. This disadvantage is not limited to pay, but can also include access to social facilities (canteen, company-owned housing, day-care centres, etc.) and other benefits, since the formal employer is typically a temporary employment agency. In addition to compensating for staff absences and handling seasonal peaks in demand, for example, the provision of temporary workers is typically used to circumvent protection against dismissal.

A limitation of temporary work is therefore inherent in effective protection against dismissal and is only relevant in practice from the introduction of protection against dismissal.

Sources: National Legislation & International Labour Standards

See E.9.

Assessment Standards and Examples for Intermediate Values

CBR-LRI: Angola: 1970: 1: 2000: 0.9; 2010: 0.75;

"LD 1957, Art. 95: trade unions to have regulated placement services. Art 96 prohibits private placement agencies intervening in placement of workers whose occupations are unionised. GLA 2000, Art. 32: governs temporary/agency contracts; they may only be used by students with Ministerial authorisation. Decree No. 272/11: regulates temporary agencies; prior authorisation needed and certain requirements must be met. Such contracts are permitted only to satisfy temporary needs of the enterprise and integration into the user enterprise is prohibited. Maximum duration of contracts is 36 months. (Entered into force October 2010). In 2017, Decree no. 31/17 was introduced to regulate the use of temporary (agency) work arrangements, with a view to encouraging their use as an alternative to redundancy."

CBR-LRI: Argentina: 1970: 0.5: 1991: 0.67;

"The 1974 Act on Labour Contracts stipulates joint liability between agency and user and makes the user the default employer. Law 24013 1991 limits the duration of agency contracts and regulates the types of work such contracts can be used for, as well as making provision for authorisation of agency work under certain circumstances."

CBR-LRI: 1972: 0.5; 1997: 0.4; 2003: 0.2; 2011: 0.5; 2017: 0.75;

"Arbeitnehmerüberlassungsgesetz (AÜG) of 1972: governmental approval necessary for the establishment of an agency. Requirements of § 3 had the aim of ensuring (1) that legal duties are not violated, and (2) that the agency relationship was not permanent (in a way that was similar to the law on fixed term contracts). Following minor modifications in 1985 and 1986, Art. 63 of Arbeitsförderungsreformgesetz of 24. 3. 1997 provided for new §§ 1a, b AÜG: exceptions were made for small companies and for construction companies. The 'Hartz I' Gesetz of 23. 12. 2002 (in force since 2003) deleted the restrictions concerning the non-permanent character of agency work. Under a 2011 amendment, agency work again had to be temporary, and a revolving door provision was introduced to prevent dismissal of permanent workers and their re-employment through an agency. 2017: stricter controls over repeated or 'chain' leasing."

2.3.12 E.12 (former CBR-LRI 2) – Part-time workers have the right to equal treatment with full-time workers

Object

The variable measures the degree of equal treatment of part-time and full-time workers.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if the legal system recognises a right to equal treatment for part-time workers (as, for example, in the case of EC Directive 97/81/EC. Equals 0.5 if the legal system recognises a more limited right to equal treatment for part- time workers (via, e.g., sex discrimination law or a more general right of workers not to be treated arbitrarily in employment). Equals 0 if neither of the above. Scope for scores between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if the legal system recognises a right to equal treatment for part-time workers (as, for example, in the case of EC Directive 97/81/EC). Equals 0.5 if the legal system recognises a more limited right to equal treatment for part- time workers (via, e.g., sex discrimination law or a more general right of workers not to be treated arbitrarily in employment). Equals 0 if neither of the above. Scope for scores between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

Part-time workers are predominantly female, young (pupils, students) and often have an immigrant background (multiple part-time jobs). The legal inequality of part-time workers is an important building block in the differentiation from standard employment relationships – the third major form of precarious employment, particularly in countries of the Global North, alongside fixed-term and temporary employment relationships.

Unequal treatment may be provided for by law. In addition to less protection against dismissal, reduced holiday and rest periods may be regulated or, for example, access to social benefits may be restricted, including state social security systems (e.g., via mini-jobs in Germany). Unequal treatment can also arise from overtime regulations that only apply after exceeding a certain threshold of number of hours per week, and other standards established in collective agreements. In addition, unequal treatment of part-time employees typically arises from operational dynamics, since shorter attendance times typically result in exclusion mechanisms because meetings are missed, bonuses based on flexibility are missed, etc. What these forms of unequal treatment have in common is that part-time employees have to bear the additional burdens of other paid or unpaid work themselves, while in the case of full-time employees they are rewarded by the employer (and often also by the legislator).

The variable measures the extent to which part-time employees are legally treated equally. Equal treatment with regard to protection against dismissal is not to be examined here – this is the subject of the following variable.

Sources: National Legislation & International Labour Standards

The benchmark can be seen in particular in EU Directive 97/81/EC. The focus here is on 'Clause 4: Principle of non-discrimination: 1. In respect of employment conditions, part-time workers shall not be treated in a less favourable manner than comparable full-time workers solely because they work part time unless different treatment is justified on objective grounds. 2. Where appropriate, the principle of pro rata temporis shall apply.'

Furthermore, the ILO General Surveys on anti-discrimination law and, in particular, on the rights of workers with care responsibilities should be examined.

Assessment Standards and Examples for Intermediate Values

CBR-LRI: Malta: 1976: 0.25; 1994: 0.75; 2002: 1;

"Since 1976, there has been a general provision for equal pay for equal work. Art. 25(1) EIRA 2002 guarantees equal treatment for part time workers. It was not until 2002 that part-time work was recognised formally in legislation. The Part Time Workers Regulations 1994 provided protection against discrimination but provided for an exception on 'justified grounds'. Unlike the EIRA 2002, the 1994 Regulations made a distinction between part-time workers in principal and non-principal employment. The former (if they worked at least 20 hours per week) were entitled to treatment pro-rata. Prior to this point general discrimination law applied."

CBR-LRI: Mongolia: 1990: 0.67; 1993: 0; 2015: 1;

"By virtue of the Constitution, Article 17, under the socialist regime, income was distributed in accordance with quality and quantity of work and the principle 'from each according to his ability, to each according to his labour'. See also Arts. 76 and 77 Constitution 1960 on equal pay for equal work. See also Art. 2 LC 1973. Art. 50: payment for part time work shall be proportionate to work undertaken. See also Art.26 Soviet Code 1970. No equal pay or specific protection for part time workers in the 1992 Constitution or 1999 labour code. Provision for part-time work was expressly introduced in 2015 in the form of an express right to hourly rate that is equal to that of full time employees. 2021 Labour Code, Art. 66: part-time employees shall have the same rights and duties as full-time employees, and labour legislation, collective contracts, collective agreements and internal labour regulations shall equally apply to them. See also Art. 111 which requires equal pay for work of equal value for part-time workers."

CBR-LRI: United Arab Emirates: 2010: 0.33;

"Cabinet Resolution No. 25 (2010): establishment of a new form of work permit for part- time work. Ministerial Resolution (MR) No. (118) of 2010: limitation of who may get this type of permit. It states that the employee shall be entitled to benefits as per the labour law as if they were employed on a full time basis and that the permits will not be renewed once they have expired (a new application will have to be made). No express provision that rights of part-time workers must be equal/proportional to their full-time counterparts."

2.3.13 E.13 (former CBR-LRI 3) – The cost of dismissing part-time workers is equal in proportionate terms to the cost of dismissing full-time workers

Object

This variable measures whether and to what extent part-time employees have the same protection against dismissal as full-time employees.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if, as a matter of law, part-time workers enjoy proportionate rights to full-time workers in respect of dismissal protection (notice periods, severance pay and unjust dismissal protection). Equals 0 otherwise. Scope for further gradation 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if, as a matter of statutory law, part-time workers enjoy proportionate rights to full-time workers in respect of dismissal protection (notice periods, severance pay and unjust dismissal protection). Equals 0 otherwise. Scope for further gradation 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

Unequal treatment can affect general terms and conditions of employment; with regard to protection against dismissal, there are many special disadvantages, particularly for marginal part-time jobs and zero-hour jobs. In particular, there are disadvantages in terms of notice periods, severance payment and protection against unfair dismissal. The variable measures whether and to what extent the law regulates equality in terms of employment conditions for part-time workers in respect to full-time workers.

Sources: National Legislation & International Labour Standards

See E.12

Assessment Standards and Examples for Intermediate Values

CBR-LRI: Lithuania: 1990: 0.5; 2011: 1;

"Art. 59 CLL (see variable 2 above) was interpreted as not preventing the dismissal of part-time workers ahead of full-timers. The 2011 law was intended to address this problem by establishing parity of treatment in dismissal, although doubts have been raised over its effectiveness. LC 2016, Art. 40(6)."

CBR-LRI: Slovakia:2001: 0.25; 2007: 0.5;

"The 2001 LC provided for termination will in the case of part-time workers employed for less than 20 hours; this threshold was reduced to 15 hours in 2007."

CBR-LRI: Australia: 1970: 0.33; 1994: 0.67; 2009: 1;

"Part-time workers were not treated differently from full-time workers under dismissal procedures in awards or, under the 1993 reforms, in unfair dismissal legislation. Casual workers, many of whom worked part-time, were not entitled to dismissal protection or to redundancy compensation under the terms of awards. Under unfair dismissal legislation 'regular casuals' with 12 months' service and a regular pattern of work were protected, and under FWA 2009 casuals are mostly protected after six months' employment. The coding reflects the use of 'casual' worker status for many part-time workers and the gradual improvement in the protections granted to casual workers."

2.3.14 E.14 (former CBR-LRI 5) – Fixed-term workers have the right to equal treatment with permanent workers

Object

The variable measures whether and, if applicable, to what extent fixed-term employees are legally equated with permanent employees.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if the legal system recognises a right to equal treatment for fixed-term workers (as, for example, in the case of EC Directive 99/70/EC). Equals 0.5 if the legal system recognises a more limited right to equal treatment for fixed-term workers (via, e.g., more general right of workers not to be treated arbitrarily in employment). Equals 0 if neither of the above.

Version 2 (2024):

Equals 1 if the legal system recognises a right to equal treatment for fixed-term workers (as, for example, in the case of EC Directive 99/70/EC). Equals 0.5 if the legal system recognises a more limited right to equal treatment for fixed-term workers (via, e.g., more general right of workers not to be treated arbitrarily in employment). Equals 0 if neither of the above. Scope for further gradation between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law. New template measures gradations and thus better reflect changes in the law.

Rationale

Due to operational structures, fixed-term employees often find themselves at disadvantage a situation often exacerbated by legislation rewarding job tenure, including legal norms imposing thresholds for the entitlement of social benefits and measures aimed at alleviating poverty. In addition to their precarious employment status, they suffer disadvantages stemming from income uncertainty and social marginalisation which are highly likely to contribute to further psychological and economic burdens. The variable measures whether and to what extent they have a legal right to equal treatment with respect to permanent workers

Sources: National Legislation & International Labour Standards

See E.9.

Assessment Standards and Examples for Intermediate Values

CBR-LRI: United Arab Emirates: 1980: 0; 2019: 0.25;

"FL 1980, Art. 3(g): the law does not apply to temporary contracts of fewer than 6 months. Otherwise, fixed term workers are covered by the same rules as permanent workers. No express right to equal treatment. Federal Law No. 6 of 2019 amending several provisions of Federal Law No. 8/1980 on Regulation of Labour Relations, Art. 7 prohibits 'any kind of discrimination between people, which would weaken the equality of opportunity and infringe, among other things, on equality of access to jobs."

CBR-LRI: Belarus: 2004: 0.75; 2006: 1;

"The Labour Code Art. 8(3) as amended in 2004 prevents discrimination on the basis of differences in contract term and working time. Since 2006, Art. 68(2) expressly grants equal treatment for fixed-term employees, unless the law makes the enjoyment of certain rights contingent on qualifications possessed or skills required."

CBR-LRI: Georgia: 2020: 0.5;

"Initially no right to equal treatment. Organic Law of Georgia No 7177 of 29 September 2020 introduces Art. 4 LC, which prohibits discrimination on the basis of employment status or on any other grounds."

2.3.15 E.15 (former CBR-LRI 8) – Agency workers have the right to equal treatment with permanent workers of the user undertaking

Object

The variable measures whether and to what extent temporary workers are legally equated with the employees of the temporary employment agency in terms of their working conditions.

Measuring scale

Quasi metric.

Value assessment

Version 1 (2021 = CBR-LRI 2017/2023):

Equals 1 if the legal system recognises a right to equal treatment for agency workers, in relation to permanent workers of the user undertaking, in respect of terms and conditions of employment in general. Equals 0.5 or another intermediate score if the legal system recognises a more limited right to equal treatment for agency workers (for example, in respect of anti- discrimination law). Equals 0 if neither of the above. Scope for further gradation between 0 and 1 to reflect changes in the strength of the law.

Version 2 (2024):

Equals 1 if the legal system recognises a right to equal treatment for agency workers, in relation to permanent workers of the user undertaking, in respect of terms and conditions of employment in general. Equals 0.5 or another intermediate score if the legal system recognises a more limited right to equal treatment for agency workers (for example, in respect of anti-discrimination law). Equals 0 if neither of the above. Scope for further gradation between 0 and 1 to reflect changes in the strength of the statutory law.

Differences between versions

New template measures only statutory law.

Rationale

Agency workers often experience disadvantages in terms of pay and other working conditions. In addition to the insecurity that results from the lack of integration into a continuous context, there are further economically and psychologically stressful factors. The variable measures whether and to what extent the law counteracts unequal treatment.

Sources: National Legislation & International Labour Standards

See E. 11

Assessment Standards and Examples for Intermediate Values

CBR-LRI: Gabon: 1970: 1; 2021: 0.5;

"Agency work is prohibited (see v. 7) and there is a general right to equal treatment in employment (see vs. 2 and 5). LC 2021: agency/ temporary work is permitted but Art. 32 creates a co-responsibility between the agency and end-user. The primary purpose of this is to enable easier access to payment from either company but the provision seems sufficiently open to be relevant to other responsibilities too. There is also a general non-discrimination clause in 2021, Art. 9."

CBR-LRI: Canada: 1970: 0.2; 2018: 1; 2019: 0.75;

"Until recently there was no formal right to equality for agency workers. Some protection is provided by the ability of the courts to find that the user is the employer, applying the control test (Point-Claire case, SC 2007) or a test of employee perception of the employer (SEIU Local 204 v. Kennedy Lodge (1984)). The Ontario Employment Standards Act 2000 (ESA) deems the agency, not the client, to be the employer of agency employees and imposes on the agency the obligation to comply with the minimum standards and benefits provided by the ESA. Labour Code Canada 1970, s. 5(2) explicitly states that no employer may (in its hiring or recruitment) use an agency that discriminates against persons on the basis of race, nationality, colour or religion. Bill 148, Fair Workplaces, Better Jobs Act, 2017 (Ontario) introduced an express right to equal treatment as of April 2018, but this was repealed later the same year. Bill 176 (Quebec) introduced in 2017, and coming into force in 2019, provides protection

against discrimination on the basis of 'employment status' and, in addition, expressly provides for a right for agency workers to be paid the same as a non-agency worker at the same establishment."

CBR-LRI: Slovakia: 2004: 0.33; 2007: 0.4; 2010: 1;

"An equal pay requirement was introduced in 2004 but until 2007 it did not cover workers with less than 6 months' seniority. In 2007 this period was reduced to 3 months. Act 543/210 2010 more fully implemented the TAW Directive."

3. Country profiles

The country profiles list general information on the respective countries covered by the WoL database relevant for coding. For all countries, the following issues are covered:

country code in WeSIS

last coding (last revision of data)

time period covered in WoL coding and, if relevant, CBR-LRI coding

introduction of first regulation of labour contracts

The historical context of shifts in governments, political transitions, military coups and other forms of political turbulence is indubitably important from a broader historic perspective, particularly regarding the enforcement of law. However, in the current coding, only changes that result in new legislation have been taken into account. Given the rapid changes in military orders during wars, dictatorships and revolutions, it is likely that legislation in the affected countries has been overlooked. We would appreciate any comments regarding this matter.

World Wars: It is necessary to acknowledge here that many countries worldwide were affected during both World War I (1914-1918) and World War II (1939-1945).

Afghanistan

Country Code: 700

Last coding/revision: 30 July 2024.

Coding of CBR-LRI indicators: de facto 1946-2022 (database starts in 1970, coded legislation in force since 1946). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding). First labour legislation covered nonetheless is from 1946.

Coding covers only legislation introduced by and large for the whole territory.

First labour law: Regulations to govern the employment of persons in industrial establishments in Afghanistan. Dated 16 January 1946 (24 Djady 1324).[38]

Albania

Country Code: 339.

Last coding/revision: 29 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1966-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

38 ILO Legislative Series 1946.

First labour law: Act No. 82 of 9 July 1945 respecting hours of work and the protection of labour and wages.[39]

Algeria

Country Code: 615

Last coding/revision: 30 May 2025

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation 1902.[40]

Angola

Country Code: 540

Last coding/revision: 25 May 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Regulamento para os contratos de serviçaes e colonos nas provincias da Africa Portuguesa, 1878.[41]

Argentina

Country Code: 160

Last coding/revision: 13 May 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Ley de Trabajo de Mujeres y Menores, Ley 5291/1907.[42]

Armenia

Country Code: 371

Last coding/revision: 14 May 2024

Coding of CBR-LRI indicators: The coding period covers the years 1991-2022 (CBR-LRI; dataset starts in 1990). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1882.[43]

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39 ILO Legislative Series 1947, (repealed in Sec. 169 Decree No. 447, to promulgate Act No. 527 of 25 August 1947 enacting the Labour Code. Dated 25 August 1947).

40 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

41 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

42 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

43 Part of the Russian Empire. V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio

Australia

Country Code: 900

Last coding/revision: 21 May 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1904 Conciliation and Arbitration Act.[44]

Austria

Country Code: 305

Last coding/revision: 22 May 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Gewerbeordnung 1859.[45]

Azerbaijan

Country Code: 373

Last coding/revision: 24 May 2024

Coding of CBR-LRI indicators: 1991-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1882.[46]

Bahrain

Country Code: 692

Last coding/revision: 21 May 2025

No coding of CBR-LRI indicators. No coding of WoL indicators.

First labour legislation: Bahrain Labour Code Ordinance 1957.[47]

Bangladesh

Country Code: 771

Last coding/revision: 25 August 2024

Klostermann.

44 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

45 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

46 Part of the Russian Empire. V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio Klostermann.

47 Legislative Series; citation in Hashem, Hisham Rif'at (2012): Arab Contract of Employment: Springer Science & Business Media.

Coding of CBR-LRI indicators: 1965-2022 (starts in 1970, the legislation in force in 1970 dates back to 1965). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Indian Factories Act 1881.[48]

Belarus

Country Code: 370

Last coding/revision: 21 June 2024

Coding of CBR-LRI indicators: 1971-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1882.[49]

Belgium

Country Code: 211

Last coding/revision: 24 June 2024

Coding of CBR-LRI indicators: 1949-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Belgian Labor Laws in 1884.[50]

Benin

Country Code: 434

Last coding/revision: 29 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Before receiving today´s country name, it was named Dahomey till 1975.

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: décret du 22 octobre 1925.[51]

Bolivia

Country Code: 145

Last coding/revision: 26 June 2024

48 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

49 Part of the Russian Empire. V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio Klostermann.

50 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

51 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836

Coding of CBR-LRI indicators: 1942-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory. /

First labour legislation: Ley del Enganche, Ley de 16 de noviembre de 1896.[52]

Bosnia & Herzegovina

Country Code: 346

Last coding/revision: 23 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1999-2022 (WoL/own coding). For the time before 1999, Yugoslavian labour legislation is coded.

Coding covers legislation on the Federation of Bosnia & Herzegovina, not the Republica Srpska or other smaller entities.

First labour legislation: 1859 Gewerbeordnung (Austria).[53]

Botswana

Country Code: 571

Last coding/revision: 27 June 2024

Coding of CBR-LRI indicators: 1963-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Master and Servants Act 1856.[54]

Brazil

Country Code: 140

Last coding/revision: 9 July 2024

Coding of CBR-LRI indicators: 1943-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1917.[55]

Bulgaria

Country Code: 155

Last coding/revision: 9 August 2024

Coding of CBR-LRI indicators: 1986-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1951-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1903.[56]

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52 Antezana de Guzman, Patricia, Historia del Derecho Laboral, Fides Et Ratio v.5 n.5 La Paz abr. 2012, 67-78.

53 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

54 Own research.

55 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

56 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

Burkina Faso

Country Code: 439

Last coding/revision: 29 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Before receiving today´s country name in 1984, it was named Upper Volta.

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Décret du 22 octobre 1925.[57]

Burundi

Country Code: 516

Last coding/revision: 29 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1966-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Verordnung des Kaiserlichen Gouverneurs von Deutsch -Ostafrika, betr Abschließung von Arbeitsverträgen mit farbigen, vom 12. November 1897.[58]

Cabo Verde

Country Code: 402

Last coding/revision: No Template

Country not coded in CBR-LRI dataset. No coding of WoL indicators so far .

First labour legislation: Regulamento para os contratos de serviçaes e colonos nas provincias da Africa Portuguesa, 1878.[59]

Cambodia

Country Code: 811

Last coding/revision: 30 May 2025

Coding of CBR-LRI indicators: 1993-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory

First labour legislation: 1927.[60]

Cameroon

Country Code: 471

Last coding/revision: 10 July 2024

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57 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836

58 own research.

59 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

60 ILO Report on the Labour Conditions in Indo-China 1938.

Coding of CBR-LRI indicators: 1967-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced for French Cameroon.

First labour legislation: Verordnung des Gouverneurs von Kamerun, betreffend die Regelung der Arbeiterverhältnisse im Schutzgebiete Kamerun. Vom 14 . Februar 1902.[61]

Canada

Country Code: 20

Last coding/revision: 29 May 2025

Coding of CBR-LRI indicators: 1927-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers national legislation and legislation for Ontario.

First labour legislation: 1884.[62]

Central African Republic

Country Code: 482

Last coding/revision: 28 October 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Décret du 28 mai 1907.[63]

Chad

Country Code: 483

Last coding/revision: 11 March 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: décret du 7 avril 1911 réglementant les contrats de travail en Afrique Équatoriale Française, 12 avril 1911.[64]

Chile

Country Code: 155

Last coding/revision: 11 November 2024

Coding of CBR-LRI indicators: 1921-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

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61 Own research.

62 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

63 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836

64 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836

First labour legislation: 1907.[65]

China (People´s Republic)

Country Code: 710

Last coding/revision: 11 August 2024

Coding of CBR-LRI indicators: 1986-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1986-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Provisional Factory Regulations, promulgated by the Ministry of Agriculture and Commerce on 29th March, 1923 (Decree no. 225).[66]

Colombia

Country Code: 100

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1950-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1951-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Ley 6 de 1945.[67]

Comoros

Country Code: 581

Last coding/revision: no coding so far beyond introduction date.

First labour legislation: 1925.[68]

Congo (Republic of)

Country Code: 484

Last coding/revision: 25 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: décret du 28 mai 1907.[69]

Costa Rica

Country Code: 84

Last coding/revision: 11 August 2024

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65 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

66 ILO Legislative Series 1923.

67 Jaramillo Jassir, Iván Daniel (2010): Presente y futuro del derecho del trabajo: breve historia jurídica del derecho del trabajo en Colombia. In Opinión Jurídica 9 (18), pp. 57–74.

68 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836

69 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836

Coding of CBR-LRI indicators: 1943-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1920.[70]

Croatia

Country Code: 344

Last coding/revision: 15 July 2024

Coding of CBR-LRI indicators: 1989-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1976-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Gewerbeordnung (Austria) 1859.[71]

Cuba

Country Code: 40

Last coding/revision: 15 August 2024

Coding of CBR-LRI indicators: 1941-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Ley de las Comisiones de Inteligencia, 9 de junio de 1924. (Gaceta Oficial, 10 de junio de 1924, año XXII, num. 136, p 11850.) Act respecting conciliation boards. Dated 9th June, 1924.[72]

Cyprus

Country Code: 352

Last coding/revision: 15 July 2024

Coding of CBR-LRI indicators: 1967-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory / Coding covers national legislation, but also the following entities:

First labour legislation: 1928: Law no. 27, to regulate the employment of young persons and children in industrial undertakings. Law no. 18, for the protection of females in domestic service.[73]

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70 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

71 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

72 "En Cuba, en 1912 y, por ende, en los primeros años de vida republicana se preparó un proyecto de código de trabajo, cuyo autor fue José López Pérez. (...) Luego del proyecto de 1912, en 1919 otro proyecto de código de trabajo se preparó bajo la autoría de Francisco Carrera Justiz. El 20 de julio de 1920 la Academia Católica de Ciencias Sociales, actuando en la persona de su rector, doctor Mariano Aramburo, presentó al Senado de la República el "Proyecto de Código del Trabajo elaborado por la Academia Católica de Ciencias Sociales". Durante el gobierno de Mario García Menocal (1913-1921) se creó una Comisión de Asuntos Legales, a la cual se le encargó recopilar la legislación social vigente para la época y, asimismo, redactar un código de trabajo, que estuvo a cargo del tratadista Mariano Aramburo (1924); sin embargo, el Parlamento no llegó a considerarlo tampoco." Villasmil Prieto, Humberto (2015): Pasado y presente del derecho laboral latinoamericano y las vicisitudes de la relación de trabajo (primera parte). In Revista Latinoamericana de Derecho Social (21), pp. 203–228.

73 ILO Legislative Series 1928.

Czech Republic

Country Code: 316

Last coding/revision: 16 July 2024

Coding of CBR-LRI indicators: 1965-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1965-2022 (WoL/own coding)

Coding covers only legislation introduced by and large for the whole territory or beyond (including the Austro-Hungarian Empire and Czechoslovakia).

First labour legislation: Gewerbeordnung (Austria) 1859.[74]

Democratic Republic of the Congo

Country Code: 490

Last coding/revision: 26 July 2024

Coding of CBR-LRI indicators: 1967-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1922-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Décret sur le louage ou contrat de service entre noirs et non indigènes, 1888.[75]

Denmark

Country Code: 390

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1857.[76]

Djibouti

Country Code: 522

Last coding/revision: No coding of CBR-LRI/WoL.

First labour legislation: 1936.[77]

Dominican Republic

Country Code: 42

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

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74 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

75 Own research.

76 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

77 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836

First labour legislation: Act No. 637, respecting contracts of Employment. Dated 16th June, 1944. (Gaceta Oficial, 20th June, 1944, LXV, No. 6096, pp. 3-20.).[78]

East Timor

Country Code: 860

Neither coding of CBR-LRI nor WoL indicators.

First labour legislation: Regulamento geral do trabalho dos indigenas nas colonias portuguesas. Decreto No. 951, 1914.[79]

Ecuador

Country Code: 130

Last coding/revision: 1 August 2024

Coding of CBR-LRI indicators: 1954-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1916.[80]

Egypt

Country Code: 651

Last coding/revision: 7 August 2024

Coding of CBR-LRI indicators: 1959-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1909.[81]

El Salvador

Country Code: 92

Last coding/revision: 17 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1963-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Decreto. — Ley sobre la de las horas de trabajo de los empleados y obreros en general. 13 de junio de 1928. (Diarlo oficial, 25 de junio de 1929, tomo 106, num. 143, pág. 1249.) / Decree: Act to regulate the hours of work of wage-earning and salaried employees in general. Dated 13th June, 1928.[82]

Eritrea

Country Code: 531

Last coding/revision: 19 August 2024

78 ILO Legislative Series, 1944.

79 Own research.

80 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

81 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

82 ILO, Legislative Series 1928.

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1958-2022 (WoL/own coding); Eritrea does not belong to the group of Countries coded by CBR-LRI.

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Decreto governativo 1° settembre 1916 n. 2631.[83]

Estonia

Country Code: 366

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1882.[84]

Eswatini

Country Code: 350

Last coding/revision: September 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Native Labour Regulation (Swaziland) Proclamation, 1913.[85]

Ethiopia

Country Code: 350

Last coding/revision: 10 December 2024

Coding of CBR-LRI indicators: 1955-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Civil Code. Dated 5 May 1960. (Negarit Gazeta, 5 May 1960, No. 2, Extraordinary).[86]

Fiji

Country Code: 950

Last coding/revision: No template

Country not coded in CBR-LRI dataset. No coding of WoL.

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Masters and Servants Ordinance 1890.[87]

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83 Ferruccio Pergolesi: Diritto coloniale del lavoro in Trattato di diritto del lavoro, Vol. IV, Padova 1939.

84 Part of the Russian Empire. V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio Klostermann.

85 ILO (1937): Regulation of Contracts of Employment of Indigenous Workers. Report prepared for the International Labour Conference, 24th Session 1938. Geneva: International Labour Office, p. 230.

86 Graf von Baudissin, Georg, An introduction to labour developments in Ethiopia, J. Ethiopian L. 2 (1965): 101.

87 ILO (1937): Regulation of Contracts of Employment of Indigenous Workers. Report prepared for the International La-

Finland

Country Code: 375

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1919-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1879.[88]

France

Country Code: 220

Last coding/revision: 10 September 2024

Coding of CBR-LRI indicators: 1945-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Loi relative au travail des enfants employés dans les manufactures, usines et ateliers 1841.[89]

Gabon

Country Code: 481

Last coding/revision: 15 August 2024

Coding of CBR-LRI indicators: 1962-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Décret du 7 avril 1911 réglementant les contrats de travail en Afrique Équatoriale Française, 12 avril 1911.[90]

Gambia

Country Code: 420

Last coding/revision: 14 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1966-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Manual Labour Ordinance 1916.[91]

Georgia

Country Code: 372

Last coding/revision: September 2024

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bour Conference, 24th Session 1938. Geneva: International Labour Office.

88 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

89 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

90 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836

91 Own research.

Coding of CBR-LRI indicators: 1973-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1882.[92]

Germany

Country Code: 255

Last coding/revision: 11 September 2024

Coding of CBR-LRI indicators: 1880-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers Prussian legislation (until 1945), national legislation (since 1871), legislation for the (Western) Allied Sectors (1945-1949), legislation for North Rhine-Westphalia (since 1949), legislation for the Federal Republic of Germany (since 1949) and reunified Germany (since 1990).

First labour legislation: Gewerbeordnung (Northern German Confederation) 1869.[93]

Ghana

Country Code: 452

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1967-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Master and Servants Ordinance 1877.[94]

Greece

Country Code: 350

Last coding/revision: 24 November 2024

Coding of CBR-LRI indicators: 1945-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1910.[95]

Guatemala

Country Code: 90

Last coding/revision: 17 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1961-2022 (WoL/own coding).

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92 Part of the Russian Empire. V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio Klostermann.

93 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

94 Own research.

95 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Decreto núm. 1434: Ley del trabajo. 30 de abril de 1926. (El Guatemalteco, 13 de mayo de 1926, tomo CXIV, núm. 17, p. 89.). Decree no. 1434, promulgating the Labour Act. Dated 30th April, 1926.[96]

Guinea

Country Code: 438

Last coding/revision: 14 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: décret du 22 octobre 1925.[97]

Guinea-Bissau

Country Code: 404

Country neither coded in CBR-LRI nor WoL.

First labour legislation: Regulamento para os contratos de serviçaes e colonos nas provincias da Africa Portuguesa, 1878.[98]

Guyana

Country Code: 438

Last coding/revision: No template

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): -2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: (British Guiana) ordinance n.74 of 1836.[99]

Haiti

Country Code: 41

Last coding/revision: 18 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1961-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Loi du 10 1934 réglementant le travail. (Le Moniteur, 27 aout 1934, 89éme année, no. 74, p. 551.). Act to regulate employment. Dated 10th August, 1934.[100]

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96 ILO, Legislative Series 1926.

97 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836

98 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

99 Barros, Juanita de (2005): Urban British Guiana, 1838–1924. Wharf Rats, Centipedes, and Pork Knockers. In Douglas Hay, Paul Craven (Eds.): Masters, servants, and magistrates in Britain and the Empire, 1562-1955: Univ of North Carolina Press, pp. 323–337, p. 325 f.

100 ILO, Legislative Series, 1934.

Honduras

Country Code: 91

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1959-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1959-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Legislative Decree No. 50: Charter of Labour Guarantees. Dated 16 February 1955. {La Gaceta, 22 February 1955, No. 15526, p. 1.).[101]

Hong Kong

Country Code: 720

Last coding/revision: 19 January 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1919.[102]

Hungary

Country Code: 310

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1952-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1970 -2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Gewerbegesetz, 1840.[103]

Iceland

Country Code: 850

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1943-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: law on the payment of wages, 1901.[104]

India

Country Code: 750

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1946 -2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

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101 ILO, Legislative Series, 1955.

102 Report by the Labour Officer on Labour and Labour Conditions in Hong Kong 1939.

103 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

104 Blöndal/Sigurdardóttir, Iceland, IELL (Blanpain) 2014, p. 26.

First labour legislation: Indian Factories Act 1881.[105]

Indonesia

Country Code: 850

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1951-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1956-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Civil Code (extended to Indonesians) 1879.[106]

Iran

Country Code: 630

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1959-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1959-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Labour Act 1959.[107]

Iraq

Country Code: 645

Last coding/revision: 18 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1958-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Labour Code, Law No.1, 1948 (The Official Gazette No. 4115, 16 March 1948).[108]

Ireland

Country Code: 205

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1936-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Morals and Health Act, 1802.[109]

Israel

Country Code: 666

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1951-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1948-2022 (WoL/own coding).

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105 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

106 Tjandra, S., 2016. Labour law and development in Indonesia. Meijers-reeks.

107 ILO, Legislative Series 1959.

108 Hashem, Hisham Rif'at (2012): Arab Contract of Employment: Springer Science & Business Media.

109 Own research.

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: An Act respecting hours of work and rest. Dated 15 May 1951. (Sefer hakhukim, 22 May 1951, No. 76, p. 204.)[110]

Italy

Country Code: 325

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1942-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Legge 11 febbraio 1886, n. 3657 Concernente il lavoro industriale dei fanciulli negli opifici industriali, nelle cave e nelle miniere.[111]

Ivory Coast (Côte d'Ivoire)

Country Code: 437

Last coding/revision: 29 May 2025

Coding of CBR-LRI indicators: 1964-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Before receiving today´s country name, it was named Colony of Côte d'Ivoire (1893-1960).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Décret du 22 octobre 1925.[112]

Jamaica

Country Code: 51

Last coding/revision: September 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Masters and Servants Law 1842.[113]

Japan

Country Code: 740

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1947-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Factory Act, 1911.[114]

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110 ILO Legislative Series 1951.

111 Esposito Marco, Gaeta Lorenzo, Zoppoli Antonello, Zoppoli Lorenzo (2023) Diritto del lavoro e sindacale, Giappichelli..

112 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836.

113 Own coding.

114 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

Jordan

Country Code: 663

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1960-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1960-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Labour Code, Law No. 21, 14May 1960 (The Official Gazette No. 1491,21 May 1960).[115]

Kazakhstan

Country Code: 705

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1971-2022 (dataset starts in 1990).1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: Order of the A. R. C. E. C. respecting the bringing into operation of the Labour Code of the R.F.S.S.R. (1922 edition). Dated 9th November, 1922.[116]

Kenya

Country Code: 501

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1925-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Native Porters and Labour Regulations 1902.[117]

Kuwait

Country Code: 690

Last coding/revision: 19 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1964-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Labour Code in the Private Sector, 15 March 1959 (The Official Gazette, No. 216, 15 March 1959).[118]

Kyrgyzstan

Country Code: 703

Last coding/revision: September 2024

115 Hashem, Hisham Rif'at (2012): Arab Contract of Employment: Springer Science & Business Media.

116 Own coding. It is estimated that, as a Soviet Republic, the Russian Labour Code from 1922 as the first Soviet legislation regulating contractual labour (differentiated from the 1918 legislation without contractual base) was applied analogously. (Russia; Legislative Series)

117 Own research.

118 Hashem, Hisham Rif'at (2012): Arab Contract of Employment: Springer Science & Business Media.

Coding of CBR-LRI indicators: 1971-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: Order of the A. R. C. E. C. respecting the bringing into operation of the Labour Code of the R.F.S.S.R. (1922 edition). Dated 9th November, 1922.[119]

Laos

Country Code: 812

Last coding/revision: 30 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1951-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1927.[120]

Latvia

Country Code: 367

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1972-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1882.[121]

Lebanon

Country Code: 660

Last coding/revision: 20 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1946-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1934.[122]

Lesotho

Country Code: 570

Last coding/revision: September 2024

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119 own coding. It is estimated that, as a Soviet Republic, the Russian Labour Code from 1922 as the first Soviet legislation regulating contractual labour (differentiated from the 1918 legislation without contractual base) was applied analogously. (Russia; Legislative Series)

120 ILO, Report on the Labour Conditions in Indo-China, 1938.

121 Part of the Russian Empire. V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio Klostermann.

122 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836.

Coding of CBR-LRI indicators: 1957-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Proclamation No. 27 of 1907.[123]

Liberia

Country Code: 450

Last coding/revision: 28 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Labor Practices Law 1956.[124]

Libya

Country Code: 620

Last coding/revision: 28 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Labour Code 1957.[125]

Lithuania

Country Code: 368

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1991-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1882.[126]

Luxembourg

Country Code: 368

Last coding/revision: September 2024

Coding of CBR-LRI indiators: 1962-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1962-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

123 ILO (1937): Regulation of Contracts of Employment of Indigenous Workers. Report prepared for the International Labour Conference, 24th Session 1938. Geneva: International Labour Office.

124 Own research.

125 Boudahrain, Abdellah (1993): Labour Law in Libya. Suppl. 143. Alphen aan de Rijn: Kluwer Law International (International Encyclopaedia for Labour Law and Industrial Relations (IELL)), p. 21.

126 Part of the Russian Empire. V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio Klostermann.

First labour legislation: 1876.[127]

Madagascar

Country Code: 580

Last coding/revision: 30 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1960-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1925.[128]

Malawi

Country Code: 553

Last coding/revision: 30 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Native Labour Regulations, 1895.[129]

Malaysia

Country Code: 820

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1955-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Labour Contracts Ordinance, 1882 (No. 1 of 1882).[130]

Mali

Country Code: 432

Last coding/revision: 30 May 2025

Coding of CBR-LRI indicators: 1962-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Décret du 22 octobre 1925.[131]

Mauritania

Country Code: 435

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127 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

128 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836.

129 Own research.

130 Theng, Tan Pheng (1968): A Conspectus of the Labour Laws of Singapore. In Malaya Law Review 10 (2), pp. 202–229, p. 209.

131 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836.

Last coding/revision: 30 May 2025

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Décret du 22 octobre 1925.[132]

Mauritius

Country Code: 590

Last coding/revision: No template

Country neither coded in CBR-LRI dataset nor in WoL dataset.

First labour legislation: Labour Ordinance, 1922.[133]

Mexico

Country Code: 70

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1916.[134]

Moldova

Country Code: 359

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1973-2022 (dataset starts in 1991). Coding of WoL indicators (version 1): 1929-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1845.[135]

Mongolia

Country Code: 712

Last coding/revision: 21 May 2025

Coding of CBR-LRI indicators: 1973 -2022-(dataset starts in 1990) Coding of WoL indicators (version 1): 1964-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Labour Law ratified by the Council of Ministers 30 June 1934, and by the Presidium of the Lesser Assembly 3 August 1934.[136]

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132 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836.

133 ILO, Legislative Series 1924.

134 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

135 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

136 Labour law in outer Mongolia, 14 February 1943.

Montenegro

Country Code: 341

Last coding/revision: September 2024

Coding of CBR-LRI indicators -2001-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1976-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: no data.

Morocco

Country Code: 600

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1962-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1947-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Code des obligations et des contrats 1913.[137]

Mozambique

Country Code: 541

Last coding/revision: 16 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1962-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1878.[138]

Myanmar

Country Code: 775

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1951-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Factories Act (India) 1881.[139]

Namibia

Country Code: 565

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1986-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

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137 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836.

138 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

139 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

First labour legislation: Verordnung des Gouverneurs von Deutsch-Südwestafrika, betreffend Dienst- und Arbeitsverträge mit Eingeborenen des südwestafrikanischen Schutzgebiets. Vom 18. August 1907.[140]

Nepal

Country Code: 790

Last coding/revision: 28 October 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1960-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1886.[141]

Netherlands

Country Code: 210

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1919-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Lex van Houten 1874.[142]

New Zealand

Country Code: 920

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Industrial Conciliation & Arbitration Act 1891.[143]

Nicaragua

Country Code: 93

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1945-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1945-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1906.[144]

Niger

Country Code: 436

Last coding/revision: 30 May 2025

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140 Own research.

141 Nepal was part of British India since 1886, in which the Factories Act (1881) was valid throughout the country.

142 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

143 Anderson, Gordon. New Zealand. National Monograph, Blanpain.

144 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Décret du 22 octobre 1925.[145]

Nigeria

Country Code: 475

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Master and Servant Ordinance 1877.[146]

North Korea

Country Code: 731

Last coding/revision: 19 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 2015-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Factories Act 1911.[147]

North Macedonia (Former Yugoslav Republic of)

Country Code: 343

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1989-2022 (dataset starts in 1990).Coding of WoL indicators (version 1): 1976-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1913.[148]

Norway

Country Code: 385

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1956-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1957-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1860.[149]

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145 Jean-Pierre Le Crom, Philippe Auvergnon, Katia Barragan, Dominique Blonz-Colombo, Marc Boninchi, et al.. Histoire du droit du travail dans les colonies françaises (1848-1960). [Rapport de recherche] Mission de recherche Droit et Justice. 2017. halshs-01592836.

146 Own research.

147 Annexation to Japan in 1910.

148 Annexation to Serbia, 1913.

149 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

Oman

Country Code: 698

Last coding/revision: 2 May 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1973-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: No data.

Pakistan

Country Code: 770

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1959-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Indian Factories Act 1881.[150]

Panama

Country Code: 95

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1947-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1914.[151]

Papua New Guinea (OC)

Country Code: 910

Last coding/revision: 24 August 2024

Coding of CBR-LRI indicators: 1958-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1958-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory after the merger of the Territory of Papua and New Guinea.

First labour legislation: Verordnung, betreffend die Anwerbung und Ausführung von Eingeborenen als Arbeiter, vom 15. August 1888.[152]

Paraguay

Country Code: 150

Last coding/revision: 25 August 2024

Coding of CBR-LRI indicators: 1961-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1961-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory .

150 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

151 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

152 Own research.

First labour legislation: 1902.[153]

Peru

Country Code: 135

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1951-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1918.[154]

Philippines

Country Code: 840

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1974-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory .

First labour legislation: Commonwealth Act No. 103, 29th October 1936.[155]

Poland

Country Code: 290

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1951-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1918.[156]

Portugal

Country Code: 235

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1969-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1891.[157]

Qatar

Country Code: 694

Last coding/revision: September 2024

153 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

154 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

155 Macaraya, Bach M. Philippines. National Monograph in Blanpain.

156 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

157 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

Coding of CBR-LRI indicators: 1962-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Labour Code, Law No.3, 1962 (The Official Gazette No.2, 2 April 1962).[158]

Romania

Country Code: 360

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1972-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1912.[159]

Russia

Country Code: 365

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1977-2022 (dataset starts in 1991). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1882.[160]

Rwanda

Country Code: 517

Last coding/revision: September 2024

Coding of CBR-LRI indicators: 1967-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1959-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Verordnung des Kaiserlichen Gouverneurs von Deutsch -Ostafrika, betr. Abschließung von Arbeitsverträgen mit Farbigen, vom 12. November 1897.[161]

Saudi Arabia

Country Code: 670

Last coding/revision: 30 December 2024

Coding of CBR-LRI indicators: 1969-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1969-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

158 Hashem, Hisham Rif'at (2012): Arab Contract of Employment: Springer Science & Business Media.

159 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

160 V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio Klostermann.

161 Own research.

First labour legislation: The Labour and Workman's Regulations, 10 October 1947.[162]

Senegal

Country Code: 433

Last coding/revision: 27 September 2024

Coding of CBR-LRI indicators: 1970-2022, de facto the legislation in force in 1970 dated back to 1961 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Décret du 22 octobre 1925.[163]

Serbia

Country Code: 345

Last coding/revision: 29 November 2024

Coding of CBR-LRI indicators: 1991-2022 (dataset starts in 1990). Coding of CBR-LRI indicators: 1991-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1910.[164]

Sierra Leone

Country Code: 451

Last coding/revision: September 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1905-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Act for the Better Regulation of Mechanics, Kroomen, Labourers,

Grumettas and Other Servants, 1820.[165]

Singapore

Country Code: 830

Last coding/revision: 29 November 2024

Coding of CBR-LRI indicators: 1958-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Labour Contracts Ordinance, 1882 (No. 1 of 1882).[166]

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162 Labor and Workman Law (1969 - repeals law from 1947); citation in Hashem, Hisham Rif'at (2012): Arab Contract of Employment: Springer Science & Business Media.

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166 Theng, Tan Pheng (1968): A Conspectus of the Labour Laws of Singapore. In Malaya Law Review 10 (2), pp. 202–229, p. 209.

Slovakia

Country Code: 317

Last coding/revision: 27 November 2024

Coding of CBR-LRI indicators: 1965-2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1966-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Gewerbeordnung (Austria) 1859.[167]

Slovenia

Country Code: 349

Last coding/revision: 27 November 2024

Coding of CBR-LRI indicators: 1991 -2022 (dataset starts in 1990). Coding of WoL indicators (version 1): 1976 -2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory; for the time before introduction of comprehensive Slovene labour legislation, legislation from Yugoslavia is coded as well.

First labour legislation: Gewerbeordnung (Austria) 1859.[168]

Solomon Islands

Country Code: 940

Last coding/revision: no coding of CBR-LRI / WoL indicators

First labour legislation: Solomons (Labour) Regulation of 1910 (King's Regulation no 3 of 1910).[169]

Somalia

Country Code: 520

Last coding/revision: 11 November 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Native Labour Regulations, Order in Council No. 5 of 1901.[170]

South Africa

Country Code: 560

Last coding/revision: 27 November 2024

Coding of CBR-LRI indicators: 1983-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Current coding covers only legislation introduced by and large for the whole territory. Before unification of the territory, legislation for the Cape Colony has been coded.

First labour legislation: Cape Colony Masters and Servants Ordinance 1842.[171]

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167 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

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169 Lawrence, David Russell (Ed.) (2014): The Naturalist and his 'Beautiful Islands': ANU Press (Charles Morris Woodford in the Western Pacific), p. 293.

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South Korea (Republic of Korea)

Country Code: 732

Last coding/revision: 13 November 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1953-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Factory Act 1911.[172]

South Sudan

Country Code: 626

Last coding/revision: 30 May 2025

Country not coded in CBR-LRI dataset. Coding of CBR-LRI indicators: 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory

First labour legislation: The Employers and Employed Persons Ordinance, 1949.[173]

Spain

Country Code: 230

Last coding/revision: 27 November 2024

Coding of CBR-LRI indicators: 1926-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1873.[174]

Sri Lanka

Country Code: 780

Last coding/revision: 26 November 2024

Coding of CBR-LRI indicators: 1954-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Graphite Mining Act 1904.[175]

Sudan

Country Code: 625

Last coding/revision: 30 May 2025

Coding of CBR-LRI indicators: 1997-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

172 Own research.

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Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Employers and Employed Persons Ordinance, 1949.[176]

Eswatini (Swaziland)

Country Code: 572

Last coding/revision: September 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Native Labour Regulation (Swaziland) Proclamation, 1913.[177]

Sweden

Country Code: 380

Last coding/revision: 20 November 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1846.[178]

Switzerland

Country Code: 225

Last coding/revision: 20 November 2024

Coding of CBR-LRI indicators: 1964-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Factory Act 1877.[179]

Syria

Country Code: 652

Last coding/revision: 20 November 2024

Coding of CBR-LRI indicators: 1959-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1959-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Labour Code, Law No. 279, 1946.[180]

Taiwan

Country Code: 713

176 Hussein, El Siddig Abdelbagi (1986): The regulation of labour and the state in the Sudan. A Study of the Relationship Between the Stage of Social and Economic Development and the Autonomy of Labour Relations Law, University of Warwick. Available online at http://go.warwick.ac.uk/wrap/37069, checked on 3/23/2021.

177 ILO (1937): Regulation of Contracts of Employment of Indigenous Workers. Report prepared for the International Labour Conference, 24th Session 1938. Geneva: International Labour Office, p. 230.

178 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

179 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

180 Hashem, Hisham Rif'at (2012): Arab Contract of Employment: Springer Science & Business Media.

Last coding/revision: 18 November 2024

Coding of CBR-LRI indicators: 1929-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1929-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory

First labour legislation: Provisional Factory Regulations, promulgated by the Ministry of Agriculture and Commerce on 29th March, 1923 (Decree no. 225).[181]

Tajikistan

Country Code: 702

Last coding/revision: 21 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1972-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1882.[182]

Tanzania

Country Code: 510

Last coding/revision: 16 August 2024

Coding of CBR-LRI indicators: 1955-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the territory of Tanganyika or for the whole territory.

First labour legislation: Verordnung des Kaiserlichen Gouverneurs von Deutsch -Ostafrika, betr. Abschließung von Arbeitsverträgen mit Farbigen, vom 12. November 1897.[183]

Thailand

Country Code: 800

Last coding/revision: 18 November 2024

Coding of CBR-LRI indicators: 1956-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Factory Act 1939.[184]

Togo

Country Code: 461

Last coding/revision: 16 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1953-2022 (WoL/own coding).

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181 ILO, Legislative Series 1923.

182 Part of the Russian Empire. V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio Klostermann.

183 Own research.

184 Dulyachinda, Medhi (1949): The Development of Labour Legislation in Thailand. In Int'l Lab. Rev. 60, p. 467, 477.

Coding covers only legislation introduced by and large for the whole territory or for the former colony French Togoland.

First labour legislation: Decree of 29 December 1922.[185]

Trinidad and Tobago

Country Code: 52

Last coding/revision: 4 September 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Masters and Servants Ordinance 1899.[186]

Tunisia

Country Code: 616

Last coding/revision: 18 November 2024

Coding of CBR-LRI indicators: 1966-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1908.[187]

Turkey

Country Code: 640

Last coding/revision: 18 November 2024

Coding of CBR-LRI indicators: 1961 -2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1970-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1936.[188]

Turkmenistan

Country Code: 701

Last coding/revision: 22 August 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1972-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1922.[189]

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185 ILO (1937): Regulation of Contracts of Employment of Indigenous Workers. Report prepared for the International Labour Conference, 24th Session 1938. Geneva: International Labour Office.

186 Mohapatra, Assam and the West Indies, 1860-1920: Immobilizing Plantation Labor, in: Hay/Craven, Masters, Servants, and Magistrates in Britain and the Empire, 1562-1955, pp. 455-480.

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188 Bauer, Stephan. 1923. „Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

189 Own coding. It is estimated that, as a Soviet Republic, the Russian Labour Code from 1922 as the first Soviet legislation regulating contractual labour (differentiated from the 1918 legislation without contractual base) was applied analo-

Uganda

Country Code: 500

Last coding/revision: 18 November 2024

Coding of CBR-LRI indicators: 1955-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Native Labour Regulations 1900.[190]

Ukraine

Country Code: 369

Last coding/revision: 18 November 2024

Coding of CBR-LRI indicators: 1971-2022 (dataset starts in 1991). Coding of WoL indicators (version 1): 1971-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory including the land occupied by the Soviet Union.

First labour legislation: 1882.[191]

United Arab Emirates

Country Code: 696

Last coding/revision: 15 November 2024

Coding of CBR-LRI indicators: 1980-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1980-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Law No. 41, 15 August 1944 (The Official Gazette No. 69, 8 June 1944).[192]

United Kingdom

Country Code: 200

Last coding/revision: 15 November 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of CBR-LRI indicators: 1880-2022 (WoL/own coding).

Coding covers legislation introduced for England, but in many cases being valid beyond English borders, especially also valid in Wales.

First labour legislation: Truck Act (An Act to prohibit the Payment, in certain Trades, of Wages in Goods, or otherwise than in the current Coin of the Realm, 1831.[193]

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gously. Order of the A. R. C. E. C. respecting the bringing into operation of the Labour Code of the R.F.S.S.R. (1922 edition). Dated 9th November, 1922. (Russia; Legislative Series).

190 Native Labour Ordinance, 1905 (own research).

191 Part of the Russian Empire. V. Puttkamer, Joachim. 1996. „Die Anfänge der russischen Arbeiterschutzgesetzgebung und ihre westeuropäischen Vorbilder". In Reformen im Rußland des 19. und 20. Jahrhunderts. Westliche Modelle und russische Erfahrungen, edited by Dietrich Beyrau, Igor Cicurov and Michael Stolleis, 85 – 107. Frankfurt am Main: Vittorio Klostermann.

192 Hashem, Hisham Rif'at (2012): Arab Contract of Employment: Springer Science & Business Media.

193 Ramm, Thilo, Laissez-faire and State Protection of Workers, in: Hepple, Bob, The Making of Labour Law in Europe. A comparative Study of Nine Countries up to 1945, London & New York 1986.

United States of America

Country Code: 2

Last coding/revision: 15 November 2024

Coding of CBR-LRI indicators: 1970-2022 (CBR-LRI; dataset starts in 1970) Coding of CBR-LRI indicators: 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory or for the State of New York.

First labour legislation: 1840.[194]

Uruguay

Country Code: 165

Last coding/revision: 15 November 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1915.[195]

Uzbekistan

Country Code: 704

Last coding/revision: August 22, 2024

Country not coded in CBR-LRI dataset. Coding of WoL indicators (version 1): 1972-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory, including legislation concerning the whole Soviet Union.

First labour legislation: 1922.[196]

Venezuela

Country Code: 101

Last coding/revision: 15 November 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1906.[197]

Vietnam

Country Code: 816

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195 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

196 Own coding. It is estimated that, as a Soviet Republic, the Russian Labour Code from 1922 as the first Soviet legislation regulating contractual labour (differentiated from the 1918 legislation without contractual base) was applied analogously. Order of the A. R. C. E. C. respecting the bringing into operation of the Labour Code of the R.F.S.S.R. (1922 edition). Dated 9th November, 1922. (Russia; Legislative Series).

197 Bauer, Stephan. 1923. "Arbeiterschutzgesetzgebung". In Handwörterbuch der Staatswissenschaften. Vol.1, edited by Ludwig Elster, Adolf Weber, and Friedrich Wieser, 491-701. Jena: Gustav Fischer.

Last coding/revision: 30 May 2025

Coding of CBR-LRI indicators: 1990-2022 (dataset starts in 1990) . Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding).

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: 1927.[198]

Yemen

Country Code: 678

Last coding/revision: 13 November 2024

Coding of CBR-LRI indicators: 1995-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1995-2022 (WoL/own coding). Today´s name has stayed unchanged for the period covered

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Act No. 14/78, to promulgate a Labour Code, 1978.[199]

Zambia

Country Code: 551

Last coding/revision: 18 September 2024

Coding of CBR-LRI indicators: 1970-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding). First labour legislation covered under this country is from 1908.

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: Native Labour Regulations 1905.[200]

Zimbabwe

Country Code: 552

Last coding/revision: 16 August 2024.

Coding of CBR-LRI indicators: 1980-2022 (dataset starts in 1970). Coding of WoL indicators (version 1): 1880-2022 (WoL/own coding). First labour legislation covered under this country is from 1891.

Coding covers only legislation introduced by and large for the whole territory.

First labour legislation: The Natives Employment Ordinance, 1899 (Southern Rhodesia).[201]

198 ILO Report on the Labour Conditions in Indo-China 1938.
199 ILO, Legislative Series 1978.
200 Own research.
201 Own research.

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