



Labor market regulation data

Regulations are essential for the proper functioning of labor markets. They can help correct market imperfections, support social cohesion and encourage economic efficiency. Labor market regulations cover a wide spectrum, from rules governing arrangements for individual contracts to mechanisms for collective bargaining. Evidence from global studies shows that labor market regulations can have an impact on a number of economic outcomes—including aggregate job flows, trends in productivity and the speed of adjustment to shocks. The challenge in developing labor policies is to avoid the extremes of over- and under-regulation by balancing labor flexibility with worker protection.¹

The negative effects of overregulation are well documented in the economic literature.² For example, strict employment protection laws may discourage hiring and reduce economic growth by creating disincentives for the movement of workers from lower- to higher-productivity jobs. Underregulation can also have adverse effects. Firm productivity can decline if workers are not allowed to take sick leave or are constantly asked to work long hours with no weekly rest days. And under-regulation can undermine social cohesion in economies with no minimum wage regulation, unemployment protection or medical insurance. Data collected for this year’s report show that 30 economies have no minimum wage, 115 have no unemployment insurance and 15 have no paid sick leave. These economies may fail to offer a basic level of protection for their workers, leaving them more vulnerable to economic shocks.

Historically, *Doing Business* has measured flexibility in the regulation of employment as it relates to the hiring and redundancy of workers and the scheduling of working hours. This year the scope of data collection has been expanded to better capture different dimensions of job quality. About a dozen new research questions related to job quality have been introduced, including on social protection, dispute resolution mechanisms, availability of on-the-job training and equal treatment of men and women.

Evidence from the data shows that employment flexibility can go hand in hand with job quality. Denmark’s “flexicurity” system offers flexibility in hiring and firing rules and provides a strong safety net for workers in the form of unemployment protection and social benefits, though its fiscal costs can be high during periods of economic slowdown. Several other OECD high-income economies—such as Australia, Austria and Switzerland—allow a long duration for fixed-term contracts and flexibility in redundancy rules while also offering social benefits.

The data presented in this year’s report provide a broader view of the different elements of labor market regulation and can help researchers and policy makers assess the balance between flexibility and worker protection in every economy.

NOTES

1. See, for example, World Bank (2012).
2. World Bank 2012.

LABOR MARKET REGULATION DATA																	
Economy	Hiring					Working hours									Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?
Afghanistan	No	No limit	0.00	0.00	No	6	25	50	25	Yes	No	No	Yes	20.0	6	Yes	Yes
Albania	Yes	No limit	204.79	0.38	Yes	5.5	50	25	25	Yes	Yes	No	No	20.0	3	Yes	No
Algeria	Yes	No limit	227.21	0.34	No	6	0	0	50	Yes	No	No	No	22.0	6	Yes	Yes
Angola	Yes	12	226.14	0.26	No	6	25	10	50	Yes	No	Yes	No	22.0	3	Yes	Yes
Antigua and Barbuda	No	No limit	623.96	0.38	No	6	0	0	50	No	Yes	No	No	12.0	3	Yes	No
Argentina	Yes	60	1,184.23	0.63	No	5.5	13	100	50	No	Yes	No	No	18.0	3	Yes	No
Armenia	Yes	No limit	119.35	0.26	No	6	30	100	50	No	Yes	No	No	20.0	3	Yes	No
Australia	No	No limit	2,396.68	0.29	Yes	6	25	100	50	No	Yes	No	No	20.0	6	Yes	No
Austria	No	No limit	1,764.62	0.29	No	5.5	83	100	50	Yes	Yes	No	No	25.0	1	Yes	Yes
Azerbaijan	No	60	133.52	0.15	No	6	40	150	100	Yes	No	No	No	17.0	3	Yes	No
Bahamas, The	No	No limit	690.17	0.28	No	5	0	0	50	No	Yes	No	No	11.7	6	Yes	Yes
Bahrain	No	60	0.00	0.00	No	6	50	50	38	No	No	No	No	30.0	3	Yes	Yes
Bangladesh (Dhaka)	No	No limit	0.00	0.00	No	5.5	0	0	100	No	Yes	No	No	17.0	3	Yes	Yes
Bangladesh (Chittagong)	No	No limit	0.00	0.00	No	5.5	0	0	100	No	Yes	No	No	17.0	3	Yes	Yes
Barbados	No	No limit	505.31	0.27	No	5	0	0	50	No	Yes	No	No	20.3	n.a.	Yes	No
Belarus	No	No limit	193.68	0.22	No	6	20	100	100	No	Yes	No	No	18.0	3	Yes	No
Belgium	No	No limit	2,331.89	0.38	Yes	6	0	0	50	Yes	Yes	Yes	No	20.0	0	Yes	No
Belize	No	No limit	386.10	0.61	No	6	0	50	50	No	Yes	No	Yes	10.0	2	Yes	Yes
Benin	No	48	80.03	0.65	No	6	0	0	12	No	Yes	No	No	24.0	2	Yes	Yes
Bhutan	No	No limit	61.40	0.21	No	6	0	0	0	No	Yes	No	No	15.0	6	Yes	Yes
Bolivia ⁱ	Yes	24	196.98	0.51	No	6	25	100	100	No	No	No	No	21.7	3	No	n.a.

Redundancy rules						Redundancy cost		Job quality											
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? ^a	Gender nondiscrimination in hiring? ^a	Paid or unpaid maternity leave mandated by law? ^{f,**}	Minimum length of maternity leave (calendar days) ^{g,**}	Receive 100% of wages on maternity leave? ^{1,*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?
No	Yes	Yes	No	No	Yes	4.3	17.3	No	No	Yes	90	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	No	No	No	No	Yes	10.1	10.7	No	Yes	Yes	365	No	No	No	Yes	12	Yes	Yes	Yes
No	Yes	No	Yes	Yes	No	4.3	13.0	Yes	No	Yes	98	Yes	No	Yes	No	36	Yes	Yes	Yes
Yes	Yes	Yes	No	Yes	Yes	4.3	26.7	Yes	No	Yes	90	Yes	..	Yes	Yes	..	Yes	Yes	Yes
No	No	No	Yes	Yes	No	3.4	12.8	No	Yes	Yes	91	No	Yes	No	No	n.a.	Yes	Yes	Yes
No	No	No	No	No	No	7.2	23.1	Yes	Yes	Yes	90	Yes	Yes	No	Yes	6	Yes	Yes	Yes
No	No	No	Yes	No	No	6.0	5.0	Yes	No	Yes	140	Yes	No	No	Yes	12	Yes	Yes	No
No	No	No	Yes	No	No	3.0	8.7	Yes	Yes	Yes	126	No	Yes	No	Yes	0	Yes	Yes	Yes
No	Yes	No	No	Yes	Yes	2.0	0.0	Yes	No	Yes	112	Yes	Yes	No	Yes	12	Yes	Yes	Yes
No	No	No	No	Yes	No	8.7	13.0	Yes	Yes	Yes	126	Yes	Yes	No	Yes	6	Yes	Yes	Yes
No	Yes	No	No	No	No	2.0	10.7	No	Yes	Yes	91	Yes	Yes	No	Yes	3	Yes	Yes	Yes
No	Yes	No	No	No	No	4.3	0.0	No	No	Yes	60	Yes	Yes	Yes	Yes	0	Yes	Yes	Yes
No	Yes	No	No	Yes	Yes	4.3	26.7	Yes	No	Yes	112	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	Yes	Yes	4.3	26.7	Yes	No	Yes	112	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	No	No	No	No	Yes	2.7	13.3	No	No	Yes	84	Yes	Yes	No	Yes	12	Yes	Yes	Yes
No	No	No	Yes	Yes	No	8.7	13.0	Yes	No	Yes	126	Yes	Yes	No	Yes	0	Yes	Yes	Yes
No	No	No	No	No	No	19.7	0.0	Yes	Yes	Yes	105	No	Yes	No	No	14.4	Yes	Yes	Yes
No	Yes	No	No	No	No	4.7	8.3	No	No	Yes	98	No	Yes	No	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	Yes	Yes	4.3	7.3	No	Yes	Yes	98	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	No	No	8.3	0.0	No	No	Yes	56	Yes	Yes	No	No	n.a.	No	Yes	Yes
n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	Yes	90	Yes	Yes	No	No	n.a.	Yes	Yes	Yes

LABOR MARKET REGULATION DATA																	
Economy	Hiring					Working hours									Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?
Bosnia and Herzegovina	No	24	376.72	0.65	Yes	6	30	20	30	No	Yes	No	No	18.0	6	Yes	No
Botswana	No	No limit	93.63	0.09	No	6	0	100	50	No	Yes	No	No	15.0	3	Yes	Yes
Brazil (São Paulo)	Yes	24	435.59	0.30	Yes	6	20	100	50	Yes	Yes	No	No	26.0	3	Yes	No
Brazil (Rio de Janeiro)	Yes	24	451.44	0.32	Yes	6	20	100	50	Yes	Yes	No	No	26.0	3	Yes	No
Brunei Darussalam	No	No limit	0.00	0.00	No	6	0	50	50	No	Yes	No	No	13.3	n.a.	Yes	No
Bulgaria	No	36	241.89	0.26	Yes	6	3	0	50	Yes	Yes	No	Yes	20.0	6	Yes	No
Burkina Faso	No	No limit	107.95	0.95	No	6	0	0	15	No	Yes	Yes	No	22.0	2	Yes	No
Burundi	No	No limit	2.41	0.06	No	6	35	0	35	No	Yes	No	No	21.0	6	Yes	No
Cabo Verde	Yes	60	131.84	0.30	No	6	25	100	50	No	Yes	No	No	22.0	2	Yes	Yes
Cambodia	No	24	0.00	0.00	No	6	30	0	50	No	Yes	No	No	19.3	1	Yes	No
Cameroon	No	48	70.29	0.34	No	6	0	0	20	No	Yes	No	No	25.0	1	Yes	Yes
Canada	No	No limit	1,800.43	0.28	Yes	6	0	0	50	No	Yes	No	Yes	10.0	3	Yes	No
Central African Republic	Yes	24	33.60	0.69	No	6	0	50	..	No	Yes	Yes	No	25.3	2	Yes	Yes
Chad	No	48	121.90	0.72	Yes	6	0	100	10	Yes	No	No	No	24.7	3	Yes	Yes
Chile	No	12	419.05	0.23	Yes	6	0	0	50	No	Yes	No	No	15.0	n.a.	Yes	Yes
China (Shanghai)	No	No limit	321.57	0.38	Yes	6	0	100	50	No	Yes	No	No	6.7	6	Yes	Yes
China (Beijing)	No	No limit	273.81	0.32	Yes	6	34	100	50	No	Yes	No	No	6.7	6	Yes	Yes
Colombia	No	No limit	335.93	0.34	Yes	6	35	75	25	No	Yes	No	No	15.0	2	Yes	No
Comoros	No	36	0.00	0.00	No	6	28	0	25	No	Yes	Yes	No	22.0	6	Yes	Yes
Congo, Dem. Rep.	Yes	48	65.00	0.73	No	5	25	0	38	Yes	Yes	No	No	13.0	1	Yes	Yes
Congo, Rep.	Yes	24	209.17	0.51	No	6	0	0	14	No	Yes	Yes	Yes	29.7	4	Yes	Yes

Redundancy rules						Redundancy cost		Job quality												
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? ^a	Gender nondiscrimination in hiring? ^a *	Paid or unpaid maternity leave mandated by law? ^{f,**}	Minimum length of maternity leave (calendar days) ^{g,**}	Receive 100% of wages on maternity leave? ^{1,*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?	
No	Yes	No	Yes	No	Yes	2.0	7.2	Yes	Yes	Yes	365	No	Yes	No	Yes	8	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	4.9	16.8	No	No	Yes	84	No	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	6.6	8.9	No	Yes	Yes	120	Yes	Yes	No	No	18	Yes	Yes	Yes	
No	No	No	No	No	No	6.6	8.9	No	Yes	Yes	120	Yes	Yes	No	No	18	Yes	Yes	Yes	
No	No	No	No	No	No	3.0	0.0	No	No	Yes	91	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	4.3	4.3	Yes	Yes	Yes	410	No	Yes	No	Yes	9	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	4.3	6.1	No	No	Yes	98	Yes	Yes	..	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	8.7	7.2	No	Yes	Yes	84	Yes	..	Yes	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	Yes	Yes	No	6.4	23.1	No	No	Yes	60	Yes	Yes	Yes	..	..	Yes	Yes	Yes
No	Yes	No	No	Yes	Yes	7.9	11.4	Yes	Yes	Yes	90	No	No	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	Yes	Yes	11.6	8.3	No	No	Yes	98	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	5.0	5.0	No	No	Yes	105	No	No	No	Yes	3.6	Yes	Yes	Yes	
No	Yes	Yes	No	Yes	Yes	4.3	17.3	No	No	Yes	98	No	Yes	Yes	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	7.2	5.8	Yes	Yes	Yes	98	No	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	No	No	4.3	23.1	No	No	Yes	126	Yes	No	No	Yes	12	Yes	Yes	Yes	
No	Yes	No	Yes	Yes	Yes	4.3	23.1	No	Yes	Yes	128	Yes	Yes	Yes	Yes	12	Yes	Yes	Yes	
No	Yes	No	Yes	Yes	Yes	4.3	23.1	No	Yes	Yes	128	Yes	Yes	Yes	Yes	12	Yes	Yes	Yes	
No	No	No	No	No	No	0.0	16.7	Yes	No	Yes	98	Yes	Yes	No	Yes	..	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	13.0	23.1	Yes	Yes	Yes	98	Yes	..	..	No	n.a.	Yes	Yes	Yes
Yes	Yes	Yes	No	Yes	Yes	10.3	0.0	No	No	Yes	98	No	No	Yes	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	Yes	Yes	8.7	6.9	No	No	Yes	105	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	

LABOR MARKET REGULATION DATA																	
Economy	Hiring					Working hours									Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?
Costa Rica	Yes	12	569.86	0.49	No	6	0	100	50	Yes	No	No	No	12.0	3	Yes	No
Côte d'Ivoire	No	24	118.98	0.51	No	6	38	0	24	No	Yes	No	No	27.4	2	Yes	No
Croatia	Yes	No limit	525.06	0.32	Yes	6	10	35	50	Yes	Yes	Yes	No	20.0	6	Yes	Yes
Cyprus	No	30	1,231.51	0.40	Yes	5.5	0	0	50	No	Yes	No	No	20.0	24	Yes	Yes
Czech Republic	No	108	550.80	0.25	No	6	10	10	25	No	Yes	No	No	20.0	3	Yes	No
Denmark	No	No limit	0.00	0.00	No	6	0	0	0	No	Yes	No	No	25.0	3	Yes	No
Djibouti	Yes	24	0.00	0.00	No	6	0	0	0	No	Yes	No	Yes	30.0	2	Yes	Yes
Dominica	No	No limit	348.76	0.38	Yes	6	0	100	50	No	Yes	No	No	13.3	6	Yes	No
Dominican Republic	Yes	No limit	330.39	0.42	No	5.5	0	100	35	No	Yes	Yes	No	14.0	3	Yes	No
Ecuador	Yes	No limit	403.16	0.51	No	5	25	100	50	No	Yes	No	Yes	12.0	3	Yes	Yes
Egypt, Arab Rep.	No	No limit	0.00	0.00	No	6	0	0	35	No	Yes	No	No	24.0	3	Yes	Yes
El Salvador	Yes	No limit	215.82	0.43	No	6	25	100	125	Yes	Yes	Yes	No	11.0	1	Yes	No
Equatorial Guinea	Yes	24	790.41	0.42	..	6	25	50	25	No	Yes	Yes	No	22.0	3	Yes	Yes
Eritrea	Yes	No limit	0.00	0.00	No	6	0	0	25	No	Yes	No	No	19.0	3	Yes	No
Estonia	Yes	120	498.65	0.21	No	5	25	0	50	Yes	Yes	No	No	24.0	4	Yes	No
Ethiopia	Yes	No limit	0.00	0.00	No	6	0	0	25	No	Yes	No	No	18.3	1.5	Yes	No
Fiji	No	No limit	330.18	0.57	Yes	6	4	100	50	No	Yes	No	No	10.0	3	Yes	Yes
Finland	Yes	60	2,276.78	0.37	No	6	15	100	50	No	Yes	No	No	30.0	6	Yes	No
France	Yes	18	1,964.31	0.35	Yes	6	20	20	25	Yes	Yes	Yes	No	30.0	4	Yes	No
Gabon	No	48	319.57	0.23	No	6	0	0	10	No	Yes	No	No	24.0	6	Yes	Yes
Gambia, The	No	No limit	0.00	0.00	No	5	0	0	0	No	Yes	No	No	21.0	12	Yes	Yes

Redundancy rules						Redundancy cost		Job quality											
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? ^a	Gender nondiscrimination in hiring? ^a	Paid or unpaid maternity leave mandated by law? ^{f,**}	Minimum length of maternity leave (calendar days) ^{g,**}	Receive 100% of wages on maternity leave? ^{1,*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?
No	No	No	No	No	No	4.3	14.4	No	No	Yes	120	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	No	Yes	5.8	7.3	Yes	Yes	Yes	98	Yes	Yes	..	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	Yes	Yes	7.9	7.2	Yes	No	Yes	208	Yes	Yes	Yes	Yes	9	Yes	Yes	Yes
No	Yes	No	Yes	No	Yes	5.7	0.0	Yes	Yes	Yes	126	No	No	No	Yes	6	Yes	Yes	Yes
No	No	No	No	No	No	8.7	11.6	Yes	Yes	Yes	196	No	No	No	Yes	12	Yes	Yes	Yes
No	No	No	No	No	No	0.0	0.0	Yes	No	Yes	126	No	Yes	No	Yes	12	Yes	Yes	Yes
No	Yes	No	No	No	Yes	4.3	0.0	Yes	Yes	Yes	98	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	No	No	No	Yes	Yes	5.8	9.3	No	No	Yes	84	No	No	No	No	n.a.	Yes	Yes	Yes
No	No	No	No	No	No	4.0	22.2	No	No	Yes	84	Yes	No	Yes	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	No	No	0.0	31.8	Yes	No	Yes	84	Yes	No	No	No	n.a.	Yes	Yes	Yes
Yes	Yes	Yes	No	Yes	No	10.1	26.7	No	No	Yes	90	Yes	No	No	Yes	6	Yes	Yes	Yes
No	No	No	No	No	No	0.0	22.9	No	No	Yes	84	Yes	No	No	No	n.a.	Yes	Yes	Yes
Yes	Yes	Yes	No	Yes	Yes	4.3	34.3	Yes	No	Yes	84	No	Yes	Yes	..	..	Yes	..	..
No	No	No	No	No	No	3.1	12.3	No	No	Yes	60	..	Yes	Yes	No	n.a.	Yes	Yes	Yes
No	No	No	Yes	Yes	No	8.6	4.3	No	Yes	Yes	140	Yes	No	Yes	Yes	12	Yes	Yes	Yes
No	Yes	No	Yes	Yes	No	8.7	10.5	No	No	Yes	90	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	No	No	4.3	5.3	Yes	No	Yes	84	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	No	No	Yes	No	Yes	10.1	0.0	Yes	Yes	Yes	147	No	Yes	No	Yes	6	Yes	Yes	Yes
No	Yes	No	Yes	Yes	Yes	7.2	4.6	Yes	Yes	Yes	112	No	No	Yes	Yes	4	Yes	Yes	Yes
Yes	Yes	Yes	No	Yes	Yes	14.4	4.3	No	No	Yes	98	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	Yes	Yes	26.0	0.0	No	No	Yes	180	Yes	Yes	Yes	No	n.a.	Yes	Yes	..

LABOR MARKET REGULATION DATA																	
Economy	Hiring					Working hours									Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?
Georgia	No	30	23.17	0.05	No	7	0	0	0	No	Yes	No	No	24.0	6	Yes	No
Germany	No	24	1,904.02	0.32	No	6	0	0	0	No	Yes	No	No	24.0	6	Yes	Yes
Ghana	No	No limit	60.06	0.26	No	5	0	0	0	No	Yes	No	No	15.0	6	Yes	Yes
Greece	Yes	No limit	804.66	0.29	Yes	6	25	75	28	No	Yes	Yes	No	22.3	12	Yes	No
Grenada	Yes	No limit	251.56	0.25	No	6	0	0	50	No	Yes	No	No	13.3	1	Yes	No
Guatemala	Yes	No limit	384.17	0.74	No	6	0	50	50	Yes	Yes	Yes	Yes	15.0	2	Yes	No
Guinea	No	24	58.76	0.81	No	6	20	0	30	No	Yes	Yes	No	30.0	1	Yes	Yes
Guinea-Bissau	Yes	12	0.00	0.00	No	6	25	50	0	No	No	No	No	21.0	3	Yes	Yes
Guyana	No	No limit	165.77	0.31	No	7	0	100	50	No	Yes	No	No	12.0	3	Yes	Yes
Haiti	No	No limit	150.19	1.32	No	6	50	50	50	No	Yes	No	No	13.0	0	Yes	No
Honduras	Yes	24	456.98	1.52	Yes	6	25	100	38	Yes	Yes	No	No	16.7	2	Yes	Yes
Hong Kong SAR, China	No	No limit	852.14	0.19	Yes	6	0	0	0	No	Yes	No	No	10.3	1	Yes	No
Hungary	No	60	449.80	0.27	Yes	5	15	50	50	Yes	Yes	Yes	No	21.3	3	Yes	No
Iceland	No	24	1,743.48	0.29	Yes	6	1	1	1	No	Yes	No	No	24.0	3	Yes	No
India (Mumbai)	No	No limit	135.38	0.66	No	6	0	0	100	Yes	Yes	Yes	Yes	21.0	3	Yes	Yes
India (Delhi)	No	No limit	179.14	0.88	No	6	0	0	100	Yes	Yes	Yes	Yes	15.0	3	Yes	Yes
Indonesia (Jakarta)	Yes	36	266.92	0.58	No	6	0	0	75	No	Yes	No	No	12.0	3	Yes	Yes
Indonesia (Surabaya)	Yes	36	245.12	0.53	No	6	0	0	75	No	Yes	No	No	12.0	3	Yes	Yes
Iran, Islamic Rep.	No	No limit	320.43	0.45	No	6	35	40	40	No	Yes	No	No	24.0	1	Yes	Yes
Iraq	Yes	No limit	102.81	0.11	No	6	0	50	50	Yes	No	No	No	22.0	3	Yes	Yes
Ireland	No	No limit	1,757.39	0.31	Yes	6	0	0	0	No	Yes	No	No	20.0	12	Yes	No

Redundancy rules						Redundancy cost		Job quality												
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? ^a	Gender nondiscrimination in hiring? ^a	Paid or unpaid maternity leave mandated by law? ^{f,**}	Minimum length of maternity leave (calendar days) ^{g,**}	Receive 100% of wages on maternity leave? ^{1,*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?	
No	No	No	No	No	No	4.3	4.3	No	No	Yes	183	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	Yes	Yes	No	10.0	11.6	No	No	Yes	98	Yes	Yes	Yes	Yes	12	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	No	3.6	46.2	No	No	Yes	84	Yes	No	Yes	No	n.a.	Yes	Yes	Yes	
No	Yes	Yes	No	Yes	No	0.0	15.9	Yes	No	Yes	119	Yes	No	No	Yes	4	Yes	Yes	Yes	
No	No	No	No	No	No	7.2	5.3	Yes	No	Yes	90	No	Yes	No	No	n.a.	Yes	Yes	No	
No	No	No	No	No	No	0.0	27.0	No	No	Yes	84	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	No	No	4.3	5.8	Yes	Yes	Yes	98	Yes	No	Yes	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	Yes	Yes	0.0	26.0	No	No	Yes	60	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	No	No	4.3	12.3	Yes	Yes	Yes	91	No	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	10.1	0.0	No	No	Yes	42	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	Yes	No	7.2	23.1	No	Yes	Yes	84	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	4.3	1.4	No	Yes	Yes	70	No	No	No	Yes	0	Yes	Yes	Yes	
No	No	No	No	No	No	6.2	7.2	Yes	Yes	Yes	168	No	Yes	No	Yes	12	Yes	Yes	Yes	
No	No	No	No	No	No	13.0	0.0	Yes	Yes	Yes	90	No	Yes	..	Yes	3	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	4.3	11.4	No	Yes	Yes	84	Yes	No	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	4.3	11.4	No	Yes	Yes	84	Yes	No	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	Yes	No	No	0.0	57.8	No	No	Yes	90	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	Yes	No	No	0.0	57.8	No	No	Yes	90	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	No	0.0	23.1	No	No	Yes	270	No	No	No	Yes	6	Yes	Yes	Yes	
No	Yes	No	No	No	No	0.0	0.0	No	No	Yes	72	Yes	Yes	No	..	..	Yes	Yes	Yes
No	Yes	No	No	No	No	3.7	10.7	Yes	Yes	Yes	182	No	No	No	No	24	Yes	Yes	Yes	

LABOR MARKET REGULATION DATA																	
Economy	Hiring					Working hours									Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?
Israel	No	No limit	1,247.79	0.26	Yes	5.5	0	50	25	No	Yes	Yes	No	18.0	n.a.	Yes	No
Italy	No	36	1,998.29	0.45	Yes	6	15	30	15	No	Yes	No	No	26.0	2	Yes	Yes
Jamaica	No	No limit	218.75	0.34	No	6	0	100	0	No	Yes	No	No	11.7	3	Yes	No
Japan (Tokyo)	No	No limit	1,619.22	0.28	No	6	25	35	25	No	Yes	No	Yes	15.3	n.a.	Yes	No
Japan (Osaka)	No	No limit	1,528.05	0.27	No	6	25	35	25	No	Yes	No	Yes	15.3	n.a.	Yes	No
Jordan	No	No limit	257.48	0.38	No	6	0	50	25	Yes	No	No	Yes	18.7	3	Yes	Yes
Kazakhstan	No	No limit	127.14	0.09	No	6	50	100	50	No	Yes	No	No	18.0	3	Yes	Yes
Kenya	No	No limit	269.44	1.40	No	6	0	0	50	No	Yes	No	No	21.0	12	Yes	Yes
Kiribati	No	No limit	0.00	0.00	No	7	0	0	50	No	No	No	No	0.0	n.a.	Yes	Yes
Korea, Rep.	No	24	882.67	0.29	Yes	6	50	50	50	No	Yes	No	No	17.0	3	Yes	Yes
Kosovo	No	No limit	169.64	0.14	No	6	30	50	30	No	Yes	No	No	21.0	6	Yes	No
Kuwait	No	No limit	210.85	0.04	No	6	0	50	25	No	No	Yes	Yes	30.0	3	Yes	No
Kyrgyz Republic	Yes	60	18.43	0.12	No	6	50	100	50	No	Yes	No	No	20.0	3	Yes	No
Lao PDR	No	36	110.02	0.51	No	6	15	150	50	No	Yes	No	No	15.0	2	Yes	Yes
Latvia	Yes	60	470.00	0.24	No	5.5	50	0	100	No	Yes	No	No	20.0	3	Yes	No
Lebanon	No	24	443.17	0.38	No	6	0	50	50	No	Yes	No	Yes	15.0	3	Yes	No
Lesotho	No	No limit	177.07	0.94	No	6	0	100	25	Yes	Yes	No	No	12.0	4	Yes	No
Liberia	No	No limit	52.00	0.66	No	6	0	50	50	No	Yes	No	No	16.0	3	Yes	Yes
Libya	No	48	410.50	0.41	No	6	0	0	50	Yes	Yes	No	No	30.0	1	Yes	Yes
Lithuania	No	60	390.46	0.21	Yes	5.5	50	100	50	No	Yes	No	No	20.7	3	Yes	No
Luxembourg	Yes	24	3,061.52	0.34	Yes	5.5	0	70	40	No	Yes	Yes	No	25.0	6	Yes	Yes

Redundancy rules						Redundancy cost		Job quality												
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? ^a	Gender nondiscrimination in hiring? ^a	Paid or unpaid maternity leave mandated by law? ^{f,**}	Minimum length of maternity leave (calendar days) ^{g,**}	Receive 100% of wages on maternity leave? ^{1,*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?	
No	No	No	No	No	No	4.3	23.1	Yes	Yes	Yes	98	Yes	No	No	Yes	12	Yes	Yes	Yes	
No	Yes	No	Yes	Yes	Yes	4.5	0.0	Yes	No	Yes	150	No	No	No	Yes	3	Yes	Yes	Yes	
No	No	No	No	No	No	4.0	10.0	No	No	Yes	56	Yes	Yes	No	No	n.a.	Yes	Yes	No	
No	No	No	Yes	No	No	4.3	0.0	No	Yes	Yes	98	No	No	Yes	Yes	12	Yes	Yes	Yes	
No	No	No	Yes	No	No	4.3	0.0	No	Yes	Yes	98	No	No	Yes	Yes	12	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	Yes	4.3	0.0	No	No	Yes	70	Yes	Yes	No	No	36	No	Yes	Yes	
No	Yes	No	Yes	No	No	4.3	4.3	No	Yes	Yes	126	Yes	Yes	Yes	Yes	0	Yes	Yes	Yes	
No	Yes	No	No	Yes	No	4.3	2.1	Yes	No	Yes	90	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	No	4.3	0.0	Yes	No	Yes	84	No	..	No	No	n.a.	Yes	Yes	..	
No	Yes	No	No	No	Yes	4.3	23.1	No	Yes	Yes	90	Yes	No	No	Yes	6	Yes	Yes	Yes	
No	No	No	Yes	Yes	Yes	4.3	7.2	Yes	Yes	Yes	270	No	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	13.0	15.1	No	No	Yes	70	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	4.3	13.0	No	No	Yes	126	No	No	No	Yes	12	Yes	Yes	Yes	
No	Yes	No	No	No	No	6.4	27.7	No	No	Yes	105	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes	
No	No	No	Yes	Yes	No	4.3	8.7	Yes	No	Yes	112	No	No	Yes	Yes	..	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	8.7	0.0	No	No	Yes	70	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	4.3	10.7	Yes	No	Yes	84	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	4.3	21.3	No	No	Yes	90	Yes	Yes	..	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	No	No	4.3	11.6	Yes	No	Yes	98	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes	
No	No	No	Yes	Yes	No	8.7	15.9	Yes	No	Yes	126	Yes	Yes	No	No	18	Yes	Yes	Yes	
No	Yes	No	No	No	Yes	17.3	4.3	Yes	No	Yes	112	Yes	Yes	Yes	Yes	6	Yes	Yes	Yes	

LABOR MARKET REGULATION DATA																		
Economy	Hiring					Working hours										Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?	
Macedonia, FYR	No	60	298.22	0.50	Yes	6	35	50	35	Yes	Yes	No	No	20.0	6	Yes	No	
Madagascar	Yes	24	61.38	0.92	No	6	30	40	30	No	Yes	No	No	24.0	3	Yes	No	
Malawi	Yes	No limit	34.48	0.86	No	6	0	100	50	No	Yes	No	No	18.0	12	Yes	Yes	
Malaysia	No	No limit	280.38	0.22	No	6	0	100	50	No	Yes	No	No	13.3	n.a.	Yes	No	
Maldives	No	24	0.00	0.00	No	6	0	50	25	No	Yes	No	No	30.0	3	Yes	No	
Mali	Yes	72	61.98	0.51	No	6	0	0	10	No	Yes	No	No	22.0	6	Yes	Yes	
Malta	No	48	962.59	0.36	No	6	0	0	50	No	Yes	No	No	24.0	6	Yes	No	
Marshall Islands	No	No limit	416.00	0.77	No	7	0	0	0	No	Yes	No	No	0.0	n.a.	Yes	No	
Mauritania	No	24	103.79	0.56	Yes	6	0	0	15	No	Yes	No	No	18.0	1	Yes	Yes	
Mauritius	No	24	283.35	0.25	Yes	6	0	100	50	No	Yes	No	No	17.0	3	Yes	Yes	
Mexico (Mexico City)	Yes	No limit	175.52	0.14	No	6	0	25	100	No	Yes	No	Yes	12.0	1	Yes	Yes	
Mexico (Monterrey)	Yes	No limit	175.52	0.14	No	6	0	25	100	No	Yes	No	Yes	12.0	1	Yes	Yes	
Micronesia, Fed. Sts.	No	No limit	364.00	0.78	No	7	0	0	50	No	Yes	No	No	0.0	n.a.	Yes	No	
Moldova	Yes	No limit	121.76	0.41	No	6	50	100	50	Yes	No	Yes	No	20.0	0.5	Yes	Yes	
Mongolia	No	No limit	117.61	0.22	No	5	0	50	50	No	No	No	Yes	16.0	6	Yes	No	
Montenegro	No	24	248.36	0.28	No	6	40	0	40	No	Yes	No	No	21.0	6	Yes	No	
Morocco	Yes	12	287.81	0.77	Yes	6	0	0	25	No	Yes	Yes	No	19.5	1	Yes	No	
Mozambique	Yes	72	152.60	1.49	No	6	25	100	50	No	Yes	Yes	No	24.0	3	Yes	Yes	
Myanmar	No	No limit	0.00	0.00	No	6	0	100	100	Yes	Yes	No	No	10.0	n.a.	Yes	No	
Namibia	No	No limit	0.00	0.00	No	5.5	6	100	50	No	Yes	No	No	20.0	n.a.	Yes	Yes	
Nepal	Yes	No limit	83.94	0.84	No	6	0	50	50	No	No	No	No	18.0	12	Yes	Yes	

Redundancy rules						Redundancy cost		Job quality												
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? ^a	Gender nondiscrimination in hiring? ^a	Paid or unpaid maternity leave mandated by law? ^{f,**}	Minimum length of maternity leave (calendar days) ^{g,*}	Receive 100% of wages on maternity leave? ^{1,*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?	
No	No	No	No	No	No	4.3	8.7	No	Yes	Yes	270	Yes	Yes	No	Yes	12	Yes	Yes	Yes	
No	Yes	Yes	No	Yes	Yes	5.8	8.9	No	No	Yes	98	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	No	No	4.3	12.3	Yes	No	Yes	56	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	No	No	6.7	22.8	No	No	Yes	60	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	7.2	0.0	No	Yes	Yes	60	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	4.3	9.3	No	No	Yes	98	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes	
No	No	No	No	Yes	Yes	7.3	0.0	Yes	Yes	Yes	126	No	Yes	No	Yes	6	Yes	Yes	Yes	
No	No	No	No	No	No	0.0	0.0	No	No	No	n.a.	n.a.	No	No	No	n.a.	No	Yes	No	
No	Yes	No	No	Yes	Yes	4.3	6.1	No	Yes	Yes	98	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	No	No	4.3	6.3	Yes	Yes	Yes	84	Yes	Yes	No	Yes	6	Yes	Yes	Yes	
Yes	Yes	Yes	No	Yes	Yes	0.0	22.0	No	Yes	Yes	84	Yes	No	Yes	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	Yes	Yes	0.0	22.0	No	Yes	Yes	84	Yes	No	Yes	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	0.0	0.0	No	No	No	n.a.	n.a.	No	No	No	n.a.	No	Yes	No	
No	Yes	No	Yes	Yes	No	8.7	13.9	No	Yes	Yes	126	Yes	Yes	No	Yes	9	Yes	Yes	Yes	
No	No	No	No	No	No	4.3	4.3	No	No	Yes	120	Yes	Yes	No	Yes	9	Yes	Yes	Yes	
No	No	No	Yes	Yes	No	4.3	6.9	Yes	Yes	Yes	45	Yes	Yes	Yes	Yes	12	Yes	Yes	Yes	
No	Yes	Yes	Yes	Yes	Yes	7.2	13.5	Yes	Yes	Yes	98	No	No	..	No	36	Yes	Yes	Yes	
No	Yes	No	No	No	No	4.3	33.2	No	No	Yes	60	Yes	No	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	4.3	15.9	No	No	Yes	98	No	Yes	Yes	No	36	Yes	Yes	Yes	
No	Yes	No	No	No	No	4.3	5.3	Yes	Yes	Yes	84	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	Yes	Yes	4.3	22.9	No	No	Yes	52	Yes	No	No	No	n.a.	Yes	Yes	Yes	

LABOR MARKET REGULATION DATA																	
Economy	Hiring					Working hours									Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?
Netherlands	No	36	1,026.81	0.16	Yes	5.5	0	0	0	No	Yes	No	No	20.0	2	Yes	Yes
New Zealand	No	No limit	2,120.94	0.38	Yes	7	0	0	0	No	Yes	No	No	20.0	3	Yes	No
Nicaragua	No	No limit	209.15	0.86	No	6	0	100	100	Yes	Yes	Yes	No	30.0	1	Yes	No
Niger	Yes	48	56.61	0.75	No	6	38	0	10	No	Yes	No	No	22.0	6	Yes	Yes
Nigeria (Lagos)	No	No limit	108.80	0.23	Yes	6	0	0	0	No	Yes	No	No	6.0	3	Yes	No
Nigeria (Kano)	No	No limit	108.80	0.23	Yes	6	0	0	0	No	Yes	No	No	6.0	3	Yes	No
Norway	Yes	48	3,721.60	0.28	No	6	0	0	40	Yes	Yes	Yes	No	21.0	6	Yes	No
Oman	No	No limit	845.25	0.40	No	5	50	100	25	Yes	No	No	Yes	22.0	3	Yes	No
Pakistan (Karachi)	Yes	9	116.67	0.62	No	6	0	100	100	Yes	Yes	Yes	No	14.0	3	Yes	No
Pakistan (Lahore)	Yes	9	116.67	0.62	No	6	0	100	100	Yes	Yes	Yes	No	14.0	3	Yes	No
Palau	No	No limit	602.90	0.42	No	7	0	0	0	No	Yes	No	No	0.0	n.a.	Yes	No
Panama	Yes	12	477.55	0.34	No	6	13	50	50	No	Yes	Yes	Yes	22.0	3	Yes	Yes
Papua New Guinea	No	No limit	247.88	0.87	No	6	0	0	50	No	No	No	No	11.0	n.a.	Yes	No
Paraguay	Yes	No limit	398.68	0.72	Yes	6	30	100	50	Yes	Yes	No	Yes	20.0	1	Yes	Yes
Peru	Yes	60	269.11	0.33	No	6	35	100	25	No	Yes	No	No	13.0	3	Yes	Yes
Philippines	No	No limit	297.84	0.65	No	6	10	30	25	No	Yes	No	No	5.0	6	Yes	Yes
Poland	No	No limit	545.72	0.33	Yes	5.5	20	100	50	No	Yes	No	No	22.0	3	Yes	No
Portugal	Yes	66	763.33	0.28	Yes	6	25	50	31	No	Yes	Yes	No	22.0	3	Yes	Yes
Puerto Rico (U.S.)	No	No limit	1,233.43	0.51	Yes	7	0	100	100	No	Yes	No	No	15.0	3	Yes	No
Qatar	No	No limit	0.00	0.00	No	6	0	0	25	Yes	Yes	No	Yes	22.0	6	Yes	No
Romania	Yes	60	278.30	0.25	Yes	5	25	100	75	No	Yes	No	No	20.0	3	Yes	No

Redundancy rules						Redundancy cost		Job quality												
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? ^a	Gender nondiscrimination in hiring? ^a	Paid or unpaid maternity leave mandated by law? ^{f,**}	Minimum length of maternity leave (calendar days) ^{g,**}	Receive 100% of wages on maternity leave? ^{1,*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?	
Yes	Yes	Yes	Yes	Yes	No	8.7	0.0	Yes	Yes	Yes	112	Yes	No	No	Yes	6	Yes	Yes	Yes	
No	No	No	Yes	No	No	0.0	0.0	No	Yes	Yes	112	No	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	0.0	14.9	No	No	Yes	84	Yes	No	Yes	No	n.a.	Yes	Yes	Yes	
No	Yes	No	Yes	Yes	Yes	4.3	9.7	Yes	Yes	Yes	98	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	No	3.2	12.2	No	No	Yes	84	No	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	No	3.2	12.2	No	No	Yes	84	No	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	Yes	Yes	Yes	8.7	0.0	Yes	Yes	Yes	343	No	Yes	Yes	Yes	0	Yes	Yes	Yes	
No	No	No	No	No	No	4.3	0.0	No	No	Yes	50	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	Yes	Yes	Yes	4.3	22.9	No	No	Yes	84	Yes	Yes	..	No	n.a.	Yes	Yes	No	
No	No	No	Yes	Yes	Yes	4.3	22.9	No	No	Yes	84	Yes	Yes	..	No	n.a.	Yes	Yes	No	
No	No	No	No	No	No	0.0	0.0	No	No	No	n.a.	n.a.	No	No	No	n.a.	No	No	Yes	
Yes	Yes	Yes	No	Yes	No	0.0	18.1	No	No	Yes	98	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	3.3	9.2	No	No	Yes	0	n.a.	Yes	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	Yes	10.8	18.6	Yes	No	Yes	63	No	Yes	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	Yes	0.0	11.4	Yes	No	Yes	90	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	No	4.3	23.1	Yes	No	Yes	60	Yes	No	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	Yes	Yes	10.1	8.7	Yes	No	Yes	182	Yes	No	No	Yes	12	Yes	Yes	Yes	
No	Yes	No	Yes	No	Yes	7.9	9.1	Yes	Yes	Yes	120	Yes	No	Yes	Yes	12	Yes	Yes	Yes	
No	No	No	No	Yes	Yes	0.0	0.0	No	Yes	Yes	56	Yes	Yes	No	Yes	6	Yes	Yes	Yes	
No	No	No	No	No	No	7.2	16.0	No	No	Yes	50	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	Yes	Yes	Yes	4.0	0.0	Yes	Yes	Yes	126	No	Yes	Yes	Yes	12	Yes	Yes	Yes	

LABOR MARKET REGULATION DATA																	
Economy	Hiring					Working hours									Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?
Russian Federation (Moscow)	Yes	60	420.74	0.27	No	6	20	100	50	No	Yes	Yes	No	22.0	3	Yes	Yes
Russian Federation (St. Petersburg)	Yes	60	264.93	0.17	No	6	20	100	50	No	Yes	Yes	No	22.0	3	Yes	Yes
Rwanda	No	No limit	0.00	0.00	No	6	0	0	0	No	Yes	No	No	19.3	6	Yes	Yes
Samoa	No	No limit	179.07	0.30	No	6	0	100	50	No	Yes	Yes	No	10.0	3	Yes	No
San Marino	Yes	18	2,296.56	0.33	Yes	6	35	0	26	No	Yes	No	No	26.0	1.6	Yes	Yes
São Tomé and Príncipe	Yes	36	0.00	0.00	Yes	6	25	100	38	No	No	Yes	No	26.0	1	Yes	Yes
Saudi Arabia	No	No limit	0.00	0.00	No	6	0	50	50	No	No	Yes	No	23.3	3	Yes	No
Senegal	Yes	24	185.63	1.14	Yes	6	38	0	10	No	Yes	Yes	Yes	24.3	2	Yes	Yes
Serbia	Yes	24	233.97	0.33	No	6	26	26	26	No	Yes	No	No	20.0	6	Yes	No
Seychelles	Yes	No limit	422.80	0.25	No	6	0	100	50	No	Yes	No	No	21.0	6	Yes	Yes
Sierra Leone	Yes	No limit	113.37	1.06	No	5.5	15	100	50	No	No	No	No	23.0	6	Yes	Yes
Singapore	No	No limit	0.00	0.00	No	6	0	100	50	No	Yes	No	No	10.7	6	Yes	No
Slovak Republic	No	24	500.03	0.24	No	6	20	0	25	No	Yes	No	No	25.0	3	Yes	Yes
Slovenia	Yes	24	1,033.23	0.36	Yes	6	75	100	30	No	Yes	No	No	22.0	6	Yes	No
Solomon Islands	No	No limit	120.92	0.45	No	6	0	0	50	No	No	No	No	15.0	n.a.	Yes	Yes
South Africa	Yes	No limit	308.36	0.35	No	6	0	100	50	Yes	Yes	No	No	15.0	n.a.	Yes	Yes
South Sudan	No	48	0.00	0.00	No	6	0	0	50	No	No	No	No	23.3	3	Yes	Yes
Spain	Yes	12	1,126.93	0.30	Yes	5.5	7	0	0	No	Yes	No	No	22.0	6	Yes	Yes
Sri Lanka	No	No limit	79.28	0.18	No	5.5	0	0	50	Yes	Yes	No	No	14.0	n.a.	Yes	Yes
St. Kitts and Nevis	No	No limit	570.93	0.30	No	7	0	0	50	No	Yes	No	No	14.0	n.a.	Yes	No
St. Lucia	No	24	0.00	0.00	No	6	0	100	50	No	Yes	No	No	21.0	3	Yes	Yes

Redundancy rules						Redundancy cost		Job quality											
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? ^a	Gender nondiscrimination in hiring? ^a	Paid or unpaid maternity leave mandated by law? ^{f,**}	Minimum length of maternity leave (calendar days) ^{g,**}	Receive 100% of wages on maternity leave? ^{1,*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?
No	Yes	No	Yes	Yes	No	8.7	8.7	No	No	Yes	140	Yes	Yes	No	Yes	0	Yes	Yes	Yes
No	Yes	No	Yes	Yes	No	8.7	8.7	No	No	Yes	140	Yes	Yes	No	Yes	0	Yes	Yes	Yes
No	Yes	No	No	Yes	No	4.3	8.7	No	No	Yes	84	No	Yes	No	No	n.a.	Yes	Yes	Yes
No	No	No	No	No	No	3.3	0.0	Yes	No	Yes	28	Yes	Yes	No	No	n.a.	..	Yes	Yes
Yes	Yes	Yes	No	Yes	Yes	0.0	0.0	No	No	Yes	150	Yes	Yes	Yes	Yes	..	Yes	Yes	..
Yes	Yes	Yes	No	No	Yes	4.3	26.0	No	No	Yes	90	Yes	No	No	No	n.a.	Yes	Yes	Yes
No	No	No	No	No	No	4.3	15.2	No	No	Yes	70	Yes	Yes	No	Yes	12	No	Yes	Yes
No	Yes	No	No	Yes	Yes	4.3	10.5	No	No	Yes	98	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	No	No	Yes	No	Yes	0.0	7.7	No	Yes	Yes	135	Yes	No	Yes	Yes	12	Yes	Yes	Yes
Yes	Yes	Yes	No	No	No	4.3	7.6	No	No	Yes	98	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	Yes	No	Yes	Yes	Yes	13.0	62.5	No	No	Yes	84	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	No	No	No	No	No	3.0	0.0	No	No	Yes	105	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	Yes	No	Yes	No	No	11.6	7.2	Yes	Yes	Yes	238	No	No	Yes	No	24	Yes	Yes	Yes
No	No	No	No	Yes	No	5.3	5.3	Yes	Yes	Yes	105	Yes	Yes	Yes	Yes	9	Yes	Yes	Yes
No	Yes	No	No	No	No	4.3	10.7	No	No	Yes	84	No	Yes	No	No	n.a.	Yes	Yes	Yes
No	Yes	No	Yes	No	No	4.0	5.3	Yes	No	Yes	120	No	Yes	No	Yes	0	Yes	Yes	Yes
Yes	Yes	Yes	No	No	No	4.3	21.7	No	No	Yes	56	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	No	No	2.1	15.2	Yes	Yes	Yes	112	Yes	Yes	Yes	Yes	12	Yes	Yes	Yes
Yes	Yes	Yes	No	Yes	No	4.3	54.2	No	No	Yes	84	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
No	No	No	No	No	Yes	8.7	0.0	No	No	Yes	91	No	No	No	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	No	No	3.7	9.3	Yes	Yes	Yes	91	No	Yes	No	No	n.a.	Yes	Yes	Yes

LABOR MARKET REGULATION DATA																	
Economy	Hiring					Working hours									Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?
St. Vincent and the Grenadines	No	No limit	237.15	0.29	No	6	0	0	50	No	Yes	No	No	18.7	6	Yes	No
Sudan	No	48	70.02	0.27	No	6	0	0	50	No	No	No	No	23.3	3	Yes	Yes
Suriname	No	No limit	0.00	0.00	No	6	0	100	50	No	Yes	No	No	16.0	2	Yes	Yes
Swaziland	No	No limit	166.11	0.44	No	5.5	0	0	50	No	Yes	No	No	11.0	3	Yes	No
Sweden	No	24	0.00	0.00	Yes	5.5	0	0	50	No	Yes	Yes	No	25.0	6	Yes	No
Switzerland	No	120	0.00	0.00	No	6	25	50	25	Yes	Yes	Yes	No	20.0	3	Yes	No
Syrian Arab Republic	No	60	75.80	0.29	No	6	0	100	38	No	No	Yes	No	21.7	3	Yes	Yes
Taiwan, China	Yes	12	635.28	0.24	No	6	0	100	33	No	Yes	No	No	12.0	n.a.	Yes	Yes
Tajikistan	Yes	No limit	49.57	0.34	No	6	50	100	100	Yes	No	No	No	23.3	3	Yes	Yes
Tanzania	Yes	No limit	68.18	0.46	No	6	5	100	50	No	Yes	No	No	20.0	6	Yes	Yes
Thailand	Yes	No limit	245.36	0.39	No	6	0	0	50	No	Yes	No	No	6.0	4	Yes	No
Timor-Leste	Yes	36	112.38	0.22	Yes	6	25	100	50	No	Yes	Yes	No	12.0	1	Yes	Yes
Togo	Yes	48	108.67	1.25	No	6	0	0	20	No	Yes	No	No	30.0	2	Yes	Yes
Tonga	No	No limit	0.00	0.00	No	6	0	0	0	No	Yes	Yes	No	0.0	n.a.	Yes	No
Trinidad and Tobago	No	No limit	405.79	0.21	No	6	0	100	50	No	Yes	No	No	10.0	n.a.	Yes	No
Tunisia	No	48	280.63	0.52	Yes	6	0	100	25	No	No	No	No	19.0	12	Yes	Yes
Turkey	Yes	No limit	571.44	0.42	Yes	6	0	100	50	Yes	No	No	No	18.0	2	Yes	No
Uganda	No	No limit	2.28	0.02	No	6	0	0	50	No	Yes	No	No	21.0	12	Yes	No
Ukraine	Yes	No limit	119.63	0.28	Yes	5.5	20	100	100	No	No	Yes	Yes	18.0	3	Yes	Yes
United Arab Emirates	No	No limit	0.00	0.00	No	6	0	50	25	No	No	Yes	No	26.0	6	Yes	No
United Kingdom	No	No limit	1,397.22	0.25	Yes	6	0	0	0	No	Yes	No	No	28.0	6	Yes	No

Redundancy rules						Redundancy cost		Job quality												
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? [*]	Gender nondiscrimination in hiring? [*]	Paid or unpaid maternity leave mandated by law? ^{†*}	Minimum length of maternity leave (calendar days) ^{f,g*}	Receive 100% of wages on maternity leave? ^{†*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?	
No	Yes	No	No	No	Yes	4.0	10.0	No	No	Yes	91	No	Yes	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	No	4.3	21.7	No	No	Yes	56	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	No	0.0	8.8	No	No	No	n.a.	n.a.	No	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	No	5.9	8.7	No	No	Yes	14	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	Yes	Yes	Yes	14.4	0.0	No	Yes	Yes	480	No	No	No	Yes	6	Yes	Yes	Yes	
No	No	No	No	No	No	10.1	0.0	Yes	Yes	Yes	98	No	Yes	No	Yes	12	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	No	8.7	0.0	No	No	Yes	120	Yes	No	Yes	No	n.a.	Yes	Yes	Yes	
No	Yes	No	Yes	No	Yes	3.8	18.8	Yes	Yes	Yes	56	Yes	No	No	Yes	12	Yes	Yes	Yes	
No	Yes	No	Yes	Yes	No	8.7	6.9	Yes	Yes	Yes	140	Yes	No	No	No	18	Yes	Yes	Yes	
Yes	Yes	Yes	No	No	No	4.0	5.3	Yes	Yes	Yes	84	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	4.3	31.7	No	No	Yes	90	Yes	Yes	No	Yes	..	Yes	Yes	Yes	
No	Yes	No	No	No	No	4.3	0.0	No	Yes	Yes	84	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes	
No	Yes	No	No	Yes	Yes	4.3	8.8	Yes	No	Yes	98	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	No	0.0	0.0	No	No	No	n.a.	n.a.	No	No	No	n.a.	..	No	No	
No	Yes	No	No	Yes	No	6.4	14.1	No	Yes	Yes	98	No	Yes	No	No	n.a.	Yes	Yes	Yes	
Yes	Yes	Yes	Yes	Yes	Yes	4.3	7.8	No	No	Yes	30	No	Yes	Yes	No	n.a.	Yes	Yes	Yes	
No	No	No	No	No	Yes	6.7	23.1	Yes	No	Yes	112	No	Yes	No	Yes	6	Yes	Yes	Yes	
No	No	No	No	No	No	8.7	0.0	Yes	No	Yes	84	Yes	Yes	No	No	n.a.	Yes	Yes	Yes	
No	Yes	No	Yes	Yes	Yes	8.7	4.3	No	Yes	Yes	126	Yes	Yes	Yes	Yes	6	Yes	Yes	Yes	
No	No	No	No	No	No	4.3	0.0	No	No	Yes	45	Yes	Yes	No	No	n.a.	No	Yes	Yes	
No	No	No	No	No	No	5.3	4.0	Yes	Yes	Yes	14	No	No	No	Yes	0	Yes	Yes	Yes	

LABOR MARKET REGULATION DATA																	
Economy	Hiring					Working hours									Redundancy rules		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^b	Minimum wage for a full-time worker (US\$/month) ^b	Ratio of minimum wage to value added per worker	Incentives for employing workers under age 25?	Maximum working days per week	Premium for night work (% of hourly pay)	Premium for work on weekly rest day (% of hourly pay)	Premium for overtime work (% of hourly pay)	Restrictions on night work?	Nonpregnant and nonnursing women permitted to work same night hours as men?*	Restrictions on weekly holiday work?	Restrictions on overtime work?	Paid annual leave (working days) ^c	Maximum length of probationary period (months) ^d	Dismissal due to redundancy allowed by law?	Third-party notification if one worker is dismissed?
United States (New York City)	No	No limit	1,498.65	0.22	Yes	6	0	0	50	No	Yes	No	No	0.0	n.a.	Yes	No
United States (Los Angeles)	No	No limit	1,541.47	0.22	Yes	6	0	0	50	No	Yes	No	No	0.0	n.a.	Yes	No
Uruguay	Yes	No limit	619.71	0.29	Yes	6	0	100	100	No	Yes	No	No	21.0	3	Yes	No
Uzbekistan	Yes	60	124.27	0.48	No	6	50	100	100	Yes	Yes	No	No	15.0	3	Yes	No
Vanuatu	No	No limit	309.05	0.71	No	6	0	50	25	No	No	No	No	17.0	6	Yes	No
Venezuela, RB ^h	Yes	24	707.43	0.43	Yes	5	30	50	50	Yes	Yes	Yes	No	19.3	1	No	n.a.
Vietnam	No	72	142.45	0.64	No	6	30	0	50	No	Yes	No	No	13.0	1	Yes	No
West Bank and Gaza	No	24	377.05	1.50	No	6	0	150	50	Yes	No	Yes	No	12.0	6	Yes	Yes
Yemen, Rep.	No	No limit	93.07	0.46	No	6	15	100	50	No	No	No	No	30.0	6	Yes	Yes
Zambia	No	No limit	266.49	0.93	No	6	4	100	50	No	Yes	No	No	24.0	n.a.	Yes	Yes
Zimbabwe	No	No limit	261.89	2.09	No	6	0	0	50	No	Yes	No	No	22.0	3	Yes	Yes

Source: *Doing Business* database.

.. No *Doing Business* data available.

* Data were collected jointly with the World Bank Group's *Women, Business and the Law* team.

a. Including renewals.

b. Refers to the worker in the *Doing Business* case study: a cashier, age 19, with one year of work experience. Economies for which 0.00 is shown have no minimum wage in the private sector.

c. Average for workers with 1, 5 and 10 years of tenure.

d. Not applicable (n.a.) for economies with no statutory provision for a probationary period.

e. Whether compulsory before redundancy.

f. If no maternity leave is mandated by law, parental leave is measured if applicable.

g. The minimum number of days that legally have to be paid by the government, the employer or both.

h. Not applicable (n.a.) for economies with no unemployment protection scheme.

i. Some answers are not applicable (n.a.) for economies where dismissal due to redundancy is disallowed.

Redundancy rules						Redundancy cost		Job quality											
Third-party approval if one worker is dismissed?	Third-party notification if nine workers are dismissed?	Third-party approval if nine workers are dismissed?	Retraining or reassignment? ^e	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^c	Severance pay for redundancy dismissal (weeks of salary) ^c	Equal remuneration for work of equal value? ^a	Gender nondiscrimination in hiring? ^a	Paid or unpaid maternity leave mandated by law? ^{f,**}	Minimum length of maternity leave (calendar days) ^{g,**}	Receive 100% of wages on maternity leave? ^{l,*}	Five fully paid days of sick leave a year?	On-the-job training?	Unemployment protection after one year of employment?	Minimum contribution period for unemployment protection (months) ^h	Can employee create or join union?	Administrative or judicial relief for infringement of employees' rights?	Labor inspection system?
No	No	No	No	No	No	0.0	0.0	No	Yes	Yes	0	n.a.	Yes	No	Yes	6	Yes	Yes	Yes
No	No	No	No	No	No	0.0	0.0	No	Yes	Yes	0	n.a.	No	No	Yes	12	Yes	Yes	Yes
No	No	No	No	No	No	0.0	20.8	No	Yes	Yes	98	Yes	No	No	Yes	6	Yes	Yes	Yes
No	Yes	No	Yes	Yes	No	8.7	8.7	No	No	Yes	126	Yes	Yes	No	Yes	0	Yes	Yes	No
No	No	No	No	No	No	9.3	23.1	No	No	Yes	84	No	Yes	No	No	n.a.	Yes	Yes	Yes
n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	No	Yes	Yes	182	Yes	Yes	Yes	Yes	12	Yes	Yes	Yes
No	Yes	Yes	Yes	No	No	0.0	24.6	Yes	Yes	Yes	180	Yes	Yes	Yes	Yes	12	Yes	Yes	Yes
No	Yes	No	No	No	No	4.3	23.1	No	No	Yes	70	Yes	Yes	No	No	n.a.	Yes	No	Yes
No	Yes	No	No	No	Yes	4.3	23.1	No	No	Yes	70	Yes	Yes	Yes	No	n.a.	Yes	Yes	Yes
No	Yes	No	No	No	No	4.3	46.2	No	No	Yes	84	Yes	Yes	No	No	n.a.	Yes	Yes	Yes
Yes	Yes	Yes	Yes	No	No	13.0	69.3	Yes	Yes	Yes	98	Yes	Yes	No	No	n.a.	Yes	Yes	Yes