



# Labor market regulation data

**E**mployment regulations are unquestionably necessary. They are needed to protect workers from arbitrary or unfair treatment and to ensure efficient contracting between employers and workers. They increase job stability and can improve productivity through employer-worker cooperation. They benefit both workers and firms.<sup>1</sup>

Labor market regulations encompass a wide spectrum, from rules governing individual employee contracts to those relating to collective action, and can have a significant impact on economic growth and competitiveness.<sup>2</sup> That impact can be negative where regulatory interventions are insufficient or excessive, so finding the right balance is essential. The World Bank's *World Development Report 2013* uses the term *plateau* to describe that balance, which can differ among economies depending

on the economic or political context. Consistent with the plateau effect, regulations that are too loose or too strict can be counterproductive, leading to losses of employment in an economy or to its missing out on job-supporting agglomeration effects and knowledge spillovers.<sup>3</sup>

*Doing Business* measures flexibility in the regulation of employment as it affects the hiring and redundancy of workers and the rigidity of working hours. This year it also covers additional areas of labor market regulation, including social protection schemes and benefits as well as labor disputes.

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## NOTES

1. Pierre and Scarpetta 2007.
2. Nataraj and others 2012.
3. World Bank 2012.

LABOR MARKET REGULATION DATA											
		Afghanistan	Albania	Algeria	Angola	Antigua and Barbuda	Argentina	Armenia	Australia	Austria	Azerbaijan
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	No	Yes	Yes	Yes	No	Yes	Yes	No	No	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	No limit	No limit	No limit	12	No limit	60	No limit	No limit	No limit	60
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	0.00	209.86	229.42	151.07	570.10	1,462.19	113.29	2,397.02	1,555.92	133.35
	Ratio of minimum wage to value added per worker	0.00	0.37	0.35	0.18	0.36	1.00	0.25	0.29	0.26	0.16
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes
	Maximum working days per week	6.0	5.5	6.0	6.0	6.0	6.0	6.0	7.0	5.5	6.0
	Premium for night work (% of hourly pay)	25	50	0	25	0	13	30	87.5	17	40
	Premium for work on weekly rest day (% of hourly pay)	50	25	0	100	0	100	100	100	100	150
	Major restrictions on night work?	Yes	Yes	Yes	Yes	No	No	No	No	No	Yes
	Major restrictions on weekly holiday work?	No	No	No	Yes	No	No	No	No	No	No
	Paid annual leave (working days) <sup>d</sup>	20.0	20.0	22.0	22.0	12.0	18.0	20.0	20.0	25.0	17.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	6.0	3.0	6.0	3.0	3.0	3.0	3.0	6.0	1.0	3.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	Yes	No	Yes	Yes	No	No	No	No	Yes	No
	Third-party approval if 1 worker is dismissed?	No	No	No	Yes	No	No	No	No	No	No
	Third-party notification if 9 workers are dismissed?	Yes	No	Yes	Yes	No	No	No	No	Yes	No
	Third-party approval if 9 workers are dismissed?	Yes	No	No	Yes	No	No	No	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	Yes	No	Yes	No	Yes	Yes	No	No
	Priority rules for redundancies?	No	No	Yes	Yes	Yes	No	No	No	Yes	Yes
	Priority rules for reemployment?	Yes	Yes	No	Yes	No	No	No	No	Yes	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	4.3	10.1	4.3	4.3	3.4	7.2	6.0	3.0	2.0	8.7
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	17.3	10.7	13.0	26.7	12.8	23.1	5.0	8.7	0.0	13.0
Research questions <sup>g</sup>	Unemployment protection scheme?	..	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
	Health insurance for permanent employees?	Yes	Yes	Yes	No	No	Yes	No	No	Yes	Yes
	Courts or court sections specializing in labor disputes?	No	No	Yes	No	Yes	Yes	No	Yes	Yes	No

LABOR MARKET REGULATION DATA											
		Bahamas, The	Bahrain	Bangladesh (Dhaka)	Bangladesh (Chittagong)	Barbados	Belarus	Belgium	Belize	Benin	Bhutan
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	No	No	No	No	No	No	No	No	No	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	No limit	60	No limit	No limit	No limit	No limit	No limit	No limit	48	No limit
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	693.33	0.00	0.00	0.00	537.50	166.28	2,368.12	384.79	63.30	66.98
	Ratio of minimum wage to value added per worker	0.25	0.00	0.00	0.00	0.29	0.21	0.41	0.62	0.52	0.22
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	5.0	6.0	6.0	6.0	5.0	6.0	6.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	0	50	0	0	0	20	0	0	0	0
	Premium for work on weekly rest day (% of hourly pay)	0	50	0	0	0	100	0	50	0	0
	Major restrictions on night work?	No	No	No	No	No	No	Yes	No	No	No
	Major restrictions on weekly holiday work?	No	No	No	No	No	No	Yes	No	No	No
	Paid annual leave (working days) <sup>d</sup>	11.7	30.0	17.0	17.0	20.3	18.0	20.0	10.0	24.0	15.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	6.0	3.0	3.0	3.0	n.a.	3.0	0.0	2.0	2.0	6.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes	Yes
	Third-party approval if 1 worker is dismissed?	No	No	No	No	No	No	No	No	No	No
	Third-party notification if 9 workers are dismissed?	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes	Yes
	Third-party approval if 9 workers are dismissed?	No	No	No	No	No	No	No	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	No	No	No	Yes	No	No	No	No
	Priority rules for redundancies?	No	No	Yes	Yes	No	Yes	No	No	Yes	No
	Priority rules for reemployment?	No	No	Yes	Yes	Yes	No	No	No	Yes	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>g</sup>	2.0	4.3	4.3	4.3	2.7	8.7	19.7	4.7	4.3	8.3
	Severance pay for redundancy dismissal (weeks of salary) <sup>g</sup>	10.7	0.0	26.7	26.7	13.3	13.0	0.0	8.3	7.3	0.0
Research questions <sup>h</sup>	Unemployment protection scheme?	Yes	Yes	No	No	Yes	Yes	Yes	No	No	No
	Health insurance for permanent employees?	No	Yes	No	No	No	Yes	Yes	No	No	No
	Courts or court sections specializing in labor disputes?	Yes	No	Yes	Yes	Yes	No	Yes	No	No	No

LABOR MARKET REGULATION DATA											
		Bolivia <sup>a</sup>	Bosnia and Herzegovina	Botswana	Brazil (São Paulo)	Brazil (Rio de Janeiro)	Brunei Darussalam	Bulgaria	Burkina Faso	Burundi	Cabo Verde
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	No	No	Yes	Yes	No	No	No	No	Yes
	Maximum length of fixed-term contracts (months) <sup>a</sup>	24	24	No limit	24	24	No limit	36	No limit	No limit	60
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	164.71	383.26	96.99	437.80	484.24	0.00	233.18	63.42	2.50	131.08
	Ratio of minimum wage to value added per worker	0.47	0.67	0.09	0.31	0.34	0.00	0.27	0.59	0.06	0.28
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	25	30	0	20	20	0	3	0	35	25
	Premium for work on weekly rest day (% of hourly pay)	100	20	100	100	100	50	0	0	0	100
	Major restrictions on night work?	No	No	No	Yes	Yes	No	Yes	No	No	No
	Major restrictions on weekly holiday work?	No	No	No	No	No	No	No	Yes	No	No
	Paid annual leave (working days) <sup>d</sup>	21.7	18.0	15.0	26.0	26.0	13.3	20.0	22.0	21.0	22.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	3.0	6.0	3.0	3.0	3.0	n.a.	6.0	2.0	6.0	2.0
	Dismissal due to redundancy allowed by law?	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	n.a.	No	Yes	No	No	No	No	No	No	Yes
	Third-party approval if 1 worker is dismissed?	n.a.	No	No	No	No	No	No	No	No	Yes
	Third-party notification if 9 workers are dismissed?	n.a.	Yes	Yes	No	No	No	No	Yes	Yes	Yes
	Third-party approval if 9 workers are dismissed?	n.a.	No	No	No	No	No	No	No	No	Yes
	Retraining or reassignment? <sup>f</sup>	n.a.	Yes	No	No	No	No	No	No	No	Yes
	Priority rules for redundancies?	n.a.	No	Yes	No	No	No	No	Yes	Yes	Yes
	Priority rules for reemployment?	n.a.	Yes	Yes	No	No	No	No	Yes	Yes	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	n.a.	2.0	4.9	6.6	6.6	3.0	4.3	4.3	8.7	6.4
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	n.a.	7.2	16.8	8.9	8.9	0.0	4.3	6.1	7.2	23.1
Research questions <sup>g</sup>	Unemployment protection scheme?	No	Yes	No	Yes	Yes	No	Yes	No	No	No
	Health insurance for permanent employees?	Yes	Yes	No	No	No	Yes	Yes	No	Yes	Yes
	Courts or court sections specializing in labor disputes?	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes

LABOR MARKET REGULATION DATA											
		Cambodia	Cameroon	Canada	Central African Republic	Chad	Chile	China (Shanghai)	China (Beijing)	Colombia	Comoros
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	No	No	No	Yes	No	No	No	No	No	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	24	48	No limit	24	48	12	No limit	No limit	No limit	36
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	0.00	56.06	1,889.04	36.63	123.42	427.79	286.29	245.39	331.09	0.00
	Ratio of minimum wage to value added per worker	0.00	0.29	0.30	0.77	0.71	0.23	0.38	0.33	0.35	0.00
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	6.0	5.0	6.0	6.0	6.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	30	0	0	0	0	0	39	39	35	0
	Premium for work on weekly rest day (% of hourly pay)	100	0	0	50	100	0	100	100	75	0
	Major restrictions on night work?	No	No	No	No	No	No	No	No	No	No
	Major restrictions on weekly holiday work?	No	No	No	Yes	No	No	No	No	No	Yes
	Paid annual leave (working days) <sup>d</sup>	19.3	25.0	10.0	25.3	24.7	15.0	6.7	6.7	15.0	22.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	1.0	1.0	3.0	2.0	3.0	n.a.	6.0	6.0	2.0	6.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	No	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes
	Third-party approval if 1 worker is dismissed?	No	Yes	No	No	No	No	No	No	No	No
	Third-party notification if 9 workers are dismissed?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes
	Third-party approval if 9 workers are dismissed?	No	Yes	No	Yes	No	No	No	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	No	No	No	No	Yes	Yes	No	No
	Priority rules for redundancies?	Yes	Yes	No	Yes	Yes	No	Yes	Yes	No	Yes
	Priority rules for reemployment?	Yes	Yes	No	Yes	Yes	No	Yes	Yes	No	Yes
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>g</sup>	7.9	11.6	5.0	4.3	7.2	4.3	4.3	4.3	0.0	13.0
	Severance pay for redundancy dismissal (weeks of salary) <sup>g</sup>	11.4	8.3	5.0	17.3	5.8	23.1	23.1	23.1	16.7	23.1
Research questions <sup>h</sup>	Unemployment protection scheme?	No	No	Yes	No	..	Yes	Yes	Yes	Yes	No
	Health insurance for permanent employees?	No	Yes	No	Yes	..	Yes	Yes	Yes	Yes	No
	Courts or court sections specializing in labor disputes?	No	Yes	No	Yes	..	Yes	Yes	Yes	Yes	No

LABOR MARKET REGULATION DATA											
		Congo, Dem. Rep.	Congo, Rep.	Costa Rica	Côte d'Ivoire	Croatia	Cyprus	Czech Republic	Denmark	Djibouti	Dominica
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	Yes	Yes	No	Yes	No	No	No	Yes	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	48	24	12	24	No limit	30	108	No limit	24	No limit
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	65.00	208.86	580.51	114.00	534.87	1,250.12	544.80	0.00	0.00	348.27
	Ratio of minimum wage to value added per worker	1.02	0.51	0.51	0.55	0.32	0.42	0.25	0.00	0.00	0.40
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	5.0	6.0	6.0	6.0	6.0	5.5	6.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	25	0	0	38	10	0	10	0	0	0
	Premium for work on weekly rest day (% of hourly pay)	0	0	100	0	35	0	10	0	0	100
	Major restrictions on night work?	No	No	Yes	No	Yes	No	No	No	No	No
	Major restrictions on weekly holiday work?	No	Yes	No	No	Yes	No	No	No	No	No
	Paid annual leave (working days) <sup>d</sup>	13.0	29.7	12.0	27.4	20.0	20.0	20.0	25.0	30.0	13.3
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	1.0	4.0	3.0	2.0	6.0	24.0	3.0	3.0	2.0	6.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	Yes	Yes	No	No	Yes	Yes	No	No	Yes	No
	Third-party approval if 1 worker is dismissed?	Yes	Yes	No	No	No	No	No	No	No	No
	Third-party notification if 9 workers are dismissed?	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	No
	Third-party approval if 9 workers are dismissed?	Yes	Yes	No	No	No	No	No	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	No	No	Yes	Yes	No	No	No	No
	Priority rules for redundancies?	Yes	Yes	No	No	Yes	No	No	No	No	Yes
	Priority rules for reemployment?	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	10.3	8.7	4.3	5.8	7.9	5.7	8.7	0.0	4.3	5.8
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	0.0	6.9	14.4	7.3	7.2	0.0	11.6	0.0	0.0	9.3
Research questions <sup>g</sup>	Unemployment protection scheme?	No	No	No	No	Yes	Yes	Yes	Yes	No	No
	Health insurance for permanent employees?	Yes	No	No	No	Yes	No	No	No	Yes	No
	Courts or court sections specializing in labor disputes?	No	Yes	Yes	Yes	No	Yes	No	No	Yes	Yes

LABOR MARKET REGULATION DATA											
		Dominican Republic	Ecuador	Egypt, Arab Rep.	El Salvador	Equatorial Guinea	Eritrea	Estonia	Ethiopia	Fiji	Finland
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	No	No	Yes	Yes	Yes	Yes	Yes	No	Yes
	Maximum length of fixed-term contracts (months) <sup>a</sup>	No limit	24	No limit	No limit	24	No limit	120	No limit	No limit	60
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	295.71	388.02	0.00	243.49	767.17	0.00	457.92	0.00	339.77	2,287.55
	Ratio of minimum wage to value added per worker	0.40	0.54	0.00	0.49	0.38	0.00	0.21	0.00	0.60	0.38
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	5.5	5.0	6.0	6.0	6.0	6.0	5.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	0	25	0	25	25	0	25	0	4	23
	Premium for work on weekly rest day (% of hourly pay)	100	100	0	100	50	0	0	0	100	100
	Major restrictions on night work?	No	No	No	Yes	Yes	No	Yes	No	No	No
	Major restrictions on weekly holiday work?	Yes	No	No	Yes	Yes	No	No	No	No	No
	Paid annual leave (working days) <sup>d</sup>	14.0	12.0	24.0	11.0	22.0	19.0	24.0	18.3	10.0	30.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	3.0	3.0	3.0	1.0	3.0	3.0	4.0	1.5	3.0	6.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	No	Yes	Yes	No	Yes	No	No	No	Yes	No
	Third-party approval if 1 worker is dismissed?	No	No	Yes	No	Yes	No	No	No	No	No
	Third-party notification if 9 workers are dismissed?	No	Yes	Yes	No	Yes	Yes	No	Yes	Yes	No
	Third-party approval if 9 workers are dismissed?	No	No	Yes	No	Yes	Yes	No	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	No	No	No	No	Yes	Yes	No	Yes
	Priority rules for redundancies?	No	No	Yes	No	Yes	No	Yes	Yes	No	No
	Priority rules for reemployment?	No	No	No	No	Yes	No	No	No	No	Yes
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	4.0	0.0	10.1	0.0	4.3	3.1	8.6	8.7	4.3	10.1
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	22.2	31.8	26.7	22.9	34.3	12.3	4.3	10.5	5.3	0.0
Research questions <sup>g</sup>	Unemployment protection scheme?	No	No	Yes	No	..	Yes	Yes	No	No	Yes
	Health insurance for permanent employees?	Yes	Yes	Yes	No	Yes	No	No	No	No	Yes
	Courts or court sections specializing in labor disputes?	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No

LABOR MARKET REGULATION DATA											
		France	Gabon	Gambia, The	Georgia	Germany	Ghana	Greece	Grenada	Guatemala	Guinea
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	No	No	No	No	No	Yes	Yes	Yes	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	18	48	No limit	30	24	No limit	No limit	No limit	No limit	24
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	1,922.57	312.55	0.00	24.25	0.00	64.97	814.75	254.15	369.02	0.00
	Ratio of minimum wage to value added per worker	0.35	0.20	0.00	0.06	0.00	0.26	0.29	0.27	0.73	0.00
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	5.0	7.0	6.0	5.0	5.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	20	0	0	0	0	0	25	0	0	20
	Premium for work on weekly rest day (% of hourly pay)	20	0	0	0	0	0	75	0	50	0
	Major restrictions on night work?	Yes	No	No	No	No	No	No	No	Yes	No
	Major restrictions on weekly holiday work?	Yes	No	No	No	No	No	Yes	No	Yes	Yes
	Paid annual leave (working days) <sup>d</sup>	30.0	24.0	21.0	24.0	24.0	15.0	22.3	13.3	15.0	30.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	4.0	6.0	12.0	6.0	6.0	6.0	12.0	1.0	2.0	1.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	No	Yes	Yes	No	Yes	Yes	No	No	No	Yes
	Third-party approval if 1 worker is dismissed?	No	Yes	No	No	No	Yes	No	No	No	No
	Third-party notification if 9 workers are dismissed?	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes
	Third-party approval if 9 workers are dismissed?	No	Yes	No	No	No	Yes	Yes	No	No	No
	Retraining or reassignment? <sup>f</sup>	Yes	No	No	No	Yes	No	No	No	No	No
	Priority rules for redundancies?	Yes	Yes	Yes	No	Yes	No	Yes	No	No	No
	Priority rules for reemployment?	Yes	Yes	Yes	No	No	No	No	No	No	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	7.2	14.4	26.0	4.3	10.0	3.6	0.0	7.2	0.0	2.1
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	4.6	4.3	0.0	4.3	11.6	46.2	15.9	5.3	27.0	5.8
Research questions <sup>g</sup>	Unemployment protection scheme?	Yes	No	No	No	Yes	No	Yes	No	No	No
	Health insurance for permanent employees?	Yes	No	No	No	Yes	No	Yes	No	No	Yes
	Courts or court sections specializing in labor disputes?	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes



LABOR MARKET REGULATION DATA											
		Guinea-Bissau	Guyana	Haiti	Honduras	Hong Kong SAR, China	Hungary	Iceland	India (Mumbai)	India (Delhi)	Indonesia (Jakarta)
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	No	No	Yes	No	No	No	No	No	Yes
	Maximum length of fixed-term contracts (months) <sup>a</sup>	12	No limit	No limit	24	No limit	60	24	No limit	No limit	36
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	0.00	166.41	154.48	455.04	794.99	453.74	1,783.94	125.37	134.82	248.17
	Ratio of minimum wage to value added per worker	0.00	0.32	1.39	1.51	0.18	0.30	0.32	0.63	0.68	0.55
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	7.0	6.0	6.0	6.0	5.0	6.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	25	0	50	25	0	15	80	0	0	0
	Premium for work on weekly rest day (% of hourly pay)	50	100	50	100	0	50	80	0	0	0
	Major restrictions on night work?	No	No	No	Yes	No	No	No	Yes	Yes	No
	Major restrictions on weekly holiday work?	No	No	No	No	No	No	No	Yes	No	No
	Paid annual leave (working days) <sup>d</sup>	21.0	12.0	13.0	16.7	10.3	21.3	24.0	21.0	15.0	12.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	3.0	3.0	0.0	2.0	1.0	3.0	3.0	3.0	3.0	3.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	Yes	Yes	No	Yes	No	No	No	Yes	Yes	Yes
	Third-party approval if 1 worker is dismissed?	Yes	No	No	Yes	No	No	No	No	No	Yes
	Third-party notification if 9 workers are dismissed?	Yes	Yes	No	Yes	No	No	No	Yes	Yes	Yes
	Third-party approval if 9 workers are dismissed?	Yes	No	No	Yes	No	No	No	No	No	Yes
	Retraining or reassignment? <sup>f</sup>	No	No	No	No	No	No	No	No	No	Yes
	Priority rules for redundancies?	Yes	No	No	Yes	No	No	No	Yes	Yes	No
	Priority rules for reemployment?	Yes	No	No	No	No	No	No	Yes	Yes	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	0.0	4.3	10.1	7.2	4.3	6.2	10.1	4.3	4.3	0.0
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	26.0	12.3	0.0	23.1	1.4	7.2	0.0	11.4	11.4	57.8
Research questions <sup>g</sup>	Unemployment protection scheme?	No	No	No	No	No	Yes	Yes	No	No	No
	Health insurance for permanent employees?	No	No	..	Yes	No	Yes	Yes	Yes	Yes	Yes
	Courts or court sections specializing in labor disputes?	Yes	No	Yes	No	Yes	No	No	Yes	Yes	Yes

LABOR MARKET REGULATION DATA											
		Indonesia (Surabaya)	Iran, Islamic Rep.	Iraq	Ireland	Israel	Italy	Jamaica	Japan (Tokyo)	Japan (Osaka)	Jordan
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	No	Yes	No	No	No	No	No	No	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	36	No limit	No limit	No limit	No limit	36	No limit	No limit	No limit	No limit
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	223.67	466.63	103.30	1,809.66	1,145.81	2,035.74	250.12	1,785.35	1,682.62	257.29
	Ratio of minimum wage to value added per worker	0.49	0.69	0.10	0.37	0.25	0.46	0.37	0.29	0.27	0.39
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	6.0	6.0	5.5	6.0	6.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	0	35	0	0	14	15	0	25	25	0
	Premium for work on weekly rest day (% of hourly pay)	0	40	50	0	50	30	100	35	35	150
	Major restrictions on night work?	No	No	Yes	No	No	No	No	No	No	No
	Major restrictions on weekly holiday work?	No	No	No	No	Yes	No	No	No	No	No
	Paid annual leave (working days) <sup>d</sup>	12.0	24.0	22.0	20.0	18.0	26.0	11.7	15.3	15.3	18.7
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	3.0	1.0	3.0	12.0	n.a.	2.0	3.0	n.a.	n.a.	3.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	Yes	Yes	Yes	No	No	Yes	No	No	No	Yes
	Third-party approval if 1 worker is dismissed?	Yes	Yes	No	No	No	No	No	No	No	Yes
	Third-party notification if 9 workers are dismissed?	Yes	Yes	Yes	Yes	No	Yes	No	No	No	Yes
	Third-party approval if 9 workers are dismissed?	Yes	Yes	No	No	No	No	No	No	No	Yes
	Retraining or reassignment? <sup>f</sup>	Yes	No	No	No	No	Yes	No	Yes	Yes	No
	Priority rules for redundancies?	No	No	No	No	No	Yes	No	No	No	No
	Priority rules for reemployment?	No	No	No	No	No	Yes	No	No	No	Yes
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	0.0	0.0	0.0	3.7	4.3	4.5	4.0	4.3	4.3	4.3
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	57.8	23.1	0.0	10.7	23.1	0.0	10.0	0.0	0.0	0.0
Research questions <sup>g</sup>	Unemployment protection scheme?	No	Yes	..	Yes	Yes	Yes	No	Yes	Yes	..
	Health insurance for permanent employees?	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	..
	Courts or court sections specializing in labor disputes?	Yes	..	Yes	Yes	Yes	Yes	No	Yes	Yes	No

LABOR MARKET REGULATION DATA											
		Kazakhstan	Kenya	Kiribati	Korea, Rep.	Kosovo	Kuwait	Kyrgyz Republic	Lao PDR	Latvia	Lebanon
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	No	No	No	No	No	No	Yes	No	Yes	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	No limit	No limit	No limit	24	No limit	No limit	60	No limit	36	24
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	127.87	241.39	0.00	815.65	172.09	211.40	18.50	74.66	602.77	439.34
	Ratio of minimum wage to value added per worker	0.09	1.72	0.00	0.28	0.14	0.04	0.12	0.37	0.32	0.34
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	7.0	6.0	6.0	6.0	6.0	6.0	5.5	6.0
	Premium for night work (% of hourly pay)	50	0	0	50	30	0	50	15	50	0
	Premium for work on weekly rest day (% of hourly pay)	100	0	0	50	50	50	100	150	0	50
	Major restrictions on night work?	No	No	No	Yes	No	No	No	No	Yes	No
	Major restrictions on weekly holiday work?	No	No	No	No	No	Yes	No	No	No	No
	Paid annual leave (working days) <sup>d</sup>	18.0	21.0	0.0	17.0	21.0	30.0	20.0	15.0	20.0	15.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	3.0	12.0	n.a.	3.0	6.0	3.0	3.0	3.0	3.0	3.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	Yes	Yes	Yes	Yes	No	No	No	Yes	No	No
	Third-party approval if 1 worker is dismissed?	No	No	Yes	No	No	No	No	Yes	No	No
	Third-party notification if 9 workers are dismissed?	Yes	Yes	Yes	Yes	No	No	No	Yes	No	Yes
	Third-party approval if 9 workers are dismissed?	No	No	Yes	No	No	No	No	Yes	No	No
	Retraining or reassignment? <sup>f</sup>	Yes	No	No	No	Yes	No	No	No	Yes	No
	Priority rules for redundancies?	No	Yes	No	No	Yes	No	No	No	Yes	Yes
	Priority rules for reemployment?	No	No	No	Yes	Yes	No	No	No	No	Yes
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	4.3	4.3	4.3	4.3	4.3	13.0	4.3	6.4	4.3	8.7
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	4.3	2.1	0.0	23.1	7.2	15.1	13.0	40.7	8.7	0.0
Research questions <sup>g</sup>	Unemployment protection scheme?	Yes	No	No	Yes	No	..	Yes	Yes	Yes	No
	Health insurance for permanent employees?	Yes	Yes	No	Yes	No	..	Yes	Yes	No	Yes
	Courts or court sections specializing in labor disputes?	No	Yes	No	No	No	..	No	No	No	Yes

LABOR MARKET REGULATION DATA											
		Lesotho	Liberia	Libya	Lithuania	Luxembourg	Macedonia, FYR	Madagascar	Malawi	Malaysia	Maldives
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	No	No	No	No	Yes	No	Yes	Yes	No	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	No limit	No limit	48	60	24	60	24	No limit	No limit	24
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	158.70	52.00	336.11	382.61	3,000.18	287.51	49.83	15.72	293.01	0.00
	Ratio of minimum wage to value added per worker	0.73	0.82	0.24	0.21	0.34	0.51	0.74	0.36	0.23	0.00
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	6.0	5.5	5.5	6.0	6.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	0	0	0	50	0	35	30	0	0	0
	Premium for work on weekly rest day (% of hourly pay)	100	50	0	100	70	50	40	100	0	50
	Major restrictions on night work?	Yes	No	No	No	No	Yes	No	No	No	No
	Major restrictions on weekly holiday work?	No	No	No	No	Yes	No	No	No	No	No
	Paid annual leave (working days) <sup>d</sup>	12.0	16.0	30.0	20.7	25.0	20.0	24.0	18.0	13.3	30.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	4.0	3.0	1.0	3.0	6.0	6.0	3.0	12.0	3.0	3.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	No	Yes	Yes	No	Yes	No	No	Yes	No	No
	Third-party approval if 1 worker is dismissed?	No	No	No	No	No	No	No	No	No	No
	Third-party notification if 9 workers are dismissed?	No	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No
	Third-party approval if 9 workers are dismissed?	No	No	No	No	No	No	Yes	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	No	Yes	No	No	No	No	No	No
	Priority rules for redundancies?	No	Yes	No	Yes	No	No	Yes	No	No	No
	Priority rules for reemployment?	No	Yes	No	No	Yes	No	Yes	No	No	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	4.3	4.3	4.3	8.7	17.3	4.3	3.4	4.3	6.7	7.2
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	10.7	21.3	11.6	15.9	4.3	8.7	8.9	12.3	17.2	0.0
Research questions <sup>g</sup>	Unemployment protection scheme?	No	No	No	Yes	Yes	Yes	Yes	..	No	No
	Health insurance for permanent employees?	Yes	Yes	Yes	No	Yes	Yes	No	..	No	No
	Courts or court sections specializing in labor disputes?	Yes	Yes	Yes	No	Yes	No	Yes	..	Yes	Yes

LABOR MARKET REGULATION DATA											
		Mali	Malta	Marshall Islands	Mauritania	Mauritius	Mexico (Mexico City)	Mexico (Monterrey)	Micronesia, Fed. Sts.	Moldova	Mongolia
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	No	No	No	No	Yes	Yes	No	Yes	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	72	48	No limit	24	24	No limit	No limit	No limit	No limit	No limit
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	63.20	952.98	421.63	105.50	241.90	174.50	174.50	357.38	110.72	125.46
	Ratio of minimum wage to value added per worker	0.56	0.38	0.77	0.68	0.22	0.14	0.14	0.76	0.39	0.28
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	7.0	6.0	6.0	6.0	6.0	7.0	6.0	5.0
	Premium for night work (% of hourly pay)	0	0	0	100	0	0	0	0	50	0
	Premium for work on weekly rest day (% of hourly pay)	0	0	0	50	100	25	25	0	100	50
	Major restrictions on night work?	No	No	No	Yes	No	No	No	No	Yes	No
	Major restrictions on weekly holiday work?	No	No	No	No	No	No	No	No	Yes	No
	Paid annual leave (working days) <sup>d</sup>	22.0	24.0	0.0	18.0	17.0	12.0	12.0	0.0	20.0	16.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	6.0	6.0	6.0	1.0	3.0	1.0	1.0	n.a.	0.5	6.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	Yes	No	No	Yes	Yes	Yes	Yes	No	Yes	No
	Third-party approval if 1 worker is dismissed?	No	No	No	No	No	Yes	Yes	No	No	No
	Third-party notification if 9 workers are dismissed?	Yes	No	No	Yes	Yes	Yes	Yes	No	Yes	No
	Third-party approval if 9 workers are dismissed?	No	No	No	No	No	Yes	Yes	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	No	No	No	No	No	No	Yes	No
	Priority rules for redundancies?	Yes	Yes	No	Yes	No	Yes	Yes	No	Yes	No
	Priority rules for reemployment?	Yes	Yes	No	Yes	No	Yes	Yes	No	No	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	4.3	7.3	0.0	4.3	4.3	0.0	0.0	0.0	8.7	4.3
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	9.3	0.0	0.0	6.1	6.3	22.0	22.0	0.0	13.9	4.3
Research questions <sup>g</sup>	Unemployment protection scheme?	No	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes
	Health insurance for permanent employees?	No	No	No	Yes	No	Yes	Yes	No	Yes	Yes
	Courts or court sections specializing in labor disputes?	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes

LABOR MARKET REGULATION DATA											
		Montenegro	Morocco	Mozambique	Myanmar	Namibia	Nepal	Netherlands	New Zealand	Nicaragua	Niger
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	No	Yes	Yes	No	No	Yes	No	No	No	Yes
	Maximum length of fixed-term contracts (months) <sup>a</sup>	24	12	72	No limit	No limit	No limit	36	No limit	No limit	48
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	196.66	278.46	139.33	0.00	0.00	95.03	1,036.47	1,980.93	200.12	57.18
	Ratio of minimum wage to value added per worker	0.22	0.74	1.45	0.00	0.00	0.94	0.17	0.39	0.84	0.79
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
	Maximum working days per week	6.0	6.0	6.0	6.0	5.5	6.0	5.5	7.0	6.0	6.0
	Premium for night work (% of hourly pay)	40	0	25	0	6	0	0	0	0	38
	Premium for work on weekly rest day (% of hourly pay)	0	0	100	100	100	50	0	0	100	0
	Major restrictions on night work?	No	No	No	No	No	No	Yes	No	Yes	No
	Major restrictions on weekly holiday work?	No	Yes	Yes	No	No	No	No	No	Yes	No
	Paid annual leave (working days) <sup>d</sup>	21.0	19.5	24.0	10.0	20.0	18.0	20.0	20.0	30.0	22.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	6.0	1.0	3.0	n.a.	6.0	12.0	2.0	3.0	1.0	6.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	No	No	Yes	No	Yes	Yes	Yes	No	No	Yes
	Third-party approval if 1 worker is dismissed?	No	No	No	No	No	Yes	Yes	No	No	No
	Third-party notification if 9 workers are dismissed?	No	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes
	Third-party approval if 9 workers are dismissed?	No	Yes	No	No	No	Yes	Yes	No	No	No
	Retraining or reassignment? <sup>f</sup>	Yes	Yes	No	No	No	No	Yes	Yes	No	Yes
	Priority rules for redundancies?	Yes	Yes	No	No	No	Yes	Yes	No	No	Yes
	Priority rules for reemployment?	No	Yes	No	No	No	Yes	No	No	No	Yes
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	4.3	7.2	4.3	4.3	4.3	4.3	8.7	0.0	0.0	4.3
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	6.9	13.5	33.2	15.9	5.3	22.9	0.0	0.0	14.9	9.7
Research questions <sup>g</sup>	Unemployment protection scheme?	Yes	No	No	..	No	No	Yes	No	No	..
	Health insurance for permanent employees?	Yes	Yes	No	Yes	No	No	No	No	Yes	No
	Courts or court sections specializing in labor disputes?	Yes	Yes	No	Yes	No	No	Yes	Yes	Yes	Yes

LABOR MARKET REGULATION DATA											
		Nigeria (Lagos)	Nigeria (Kano)	Norway	Oman	Pakistan (Karachi)	Pakistan (Lahore)	Palau	Panama	Papua New Guinea	Paraguay
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	No	No	Yes	No	Yes	Yes	No	Yes	No	Yes
	Maximum length of fixed-term contracts (months) <sup>a</sup>	No limit	No limit	48	No limit	9	9	No limit	12	No limit	No limit
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	111.17	111.17	3,840.25	847.72	104.53	104.53	551.54	476.59	195.96	409.69
	Ratio of minimum wage to value added per worker	0.26	0.26	0.29	0.30	0.56	0.56	0.39	0.34	0.69	0.76
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	6.0	5.0	6.0	6.0	7.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	0	0	0	50	0	0	0	13	0	30
	Premium for work on weekly rest day (% of hourly pay)	0	0	0	100	100	100	0	50	0	100
	Major restrictions on night work?	No	No	Yes	Yes	No	No	No	No	No	Yes
	Major restrictions on weekly holiday work?	No	No	Yes	No	Yes	Yes	No	Yes	No	No
	Paid annual leave (working days) <sup>d</sup>	6.0	6.0	21.0	22.0	14.0	14.0	0.0	22.0	11.0	20.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	3.0	3.0	6.0	3.0	3.0	3.0	n.a.	3.0	n.a.	1.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	No	No	No	No	No	No	No	Yes	No	Yes
	Third-party approval if 1 worker is dismissed?	No	No	No	No	No	No	No	Yes	No	Yes
	Third-party notification if 9 workers are dismissed?	Yes	Yes	No	No	No	No	No	Yes	No	Yes
	Third-party approval if 9 workers are dismissed?	No	No	No	No	No	No	No	Yes	No	Yes
	Retraining or reassignment? <sup>f</sup>	No	No	Yes	No	Yes	Yes	No	No	No	No
	Priority rules for redundancies?	Yes	Yes	Yes	No	Yes	Yes	No	Yes	No	No
	Priority rules for reemployment?	No	No	Yes	No	Yes	Yes	No	No	No	Yes
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	3.2	3.2	8.7	4.3	4.3	4.3	0.0	0.0	3.3	7.5
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	12.2	12.2	0.0	0.0	22.9	22.9	0.0	18.1	9.2	18.6
Research questions <sup>g</sup>	Unemployment protection scheme?	No	No	Yes	No	No	No	No	No	No	No
	Health insurance for permanent employees?	No	Yes	No	Yes	No	No	No	No	No	Yes
	Courts or court sections specializing in labor disputes?	Yes	Yes	No	No	Yes	Yes	No	Yes	..	Yes

LABOR MARKET REGULATION DATA											
		Peru	Philippines	Poland	Portugal	Puerto Rico (U.S.)	Qatar	Romania	Russian Federation (Moscow)	Russian Federation (St. Petersburg)	Rwanda
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	No	No	Yes	No	No	Yes	Yes	Yes	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	60	No limit	No limit	66	No limit	No limit	60	60	60	No limit
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	275.86	304.93	535.52	754.09	1,233.43	0.00	251.28	390.11	274.56	0.00
	Ratio of minimum wage to value added per worker	0.34	0.69	0.35	0.29	0.51	0.00	0.23	0.24	0.17	0.00
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	5.5	6.0	7.0	6.0	5.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	35	10	20	25	0	0	25	20	20	0
	Premium for work on weekly rest day (% of hourly pay)	100	30	100	50	100	0	100	100	100	0
	Major restrictions on night work?	No	No	No	No	No	No	No	No	No	No
	Major restrictions on weekly holiday work?	No	No	No	Yes	No	No	No	Yes	Yes	No
	Paid annual leave (working days) <sup>d</sup>	13.0	5.0	22.0	22.0	15.0	22.0	20.0	22.0	22.0	19.3
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	3.0	6.0	3.0	3.0	3.0	6.0	3.0	3.0	3.0	6.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	Yes	Yes	No	Yes	No	No	No	Yes	Yes	Yes
	Third-party approval if 1 worker is dismissed?	Yes	No	No	No	No	No	No	No	No	No
	Third-party notification if 9 workers are dismissed?	Yes	Yes	No	Yes	No	No	No	Yes	Yes	Yes
	Third-party approval if 9 workers are dismissed?	Yes	No	No	No	No	No	No	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	Yes	Yes	No	No	Yes	Yes	Yes	No
	Priority rules for redundancies?	No	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes
	Priority rules for reemployment?	Yes	No	Yes	Yes	Yes	No	Yes	No	No	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	0.0	4.3	10.1	7.9	0.0	7.2	4.0	8.7	8.7	4.3
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	11.4	23.1	8.7	9.1	0.0	16.0	0.0	8.7	8.7	8.7
Research questions <sup>g</sup>	Unemployment protection scheme?	No	No	Yes	Yes	Yes	No	Yes	Yes	Yes	No
	Health insurance for permanent employees?	Yes	Yes	No	No	No	Yes	Yes	Yes	Yes	No
	Courts or court sections specializing in labor disputes?	Yes	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes



LABOR MARKET REGULATION DATA											
		Samoa	San Marino	São Tomé and Príncipe	Saudi Arabia	Senegal	Serbia	Seychelles	Sierra Leone	Singapore	Slovak Republic
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	No	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	No limit	18	36	No limit	24	12	No limit	No limit	No limit	24
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	178.65	2,836.26	0.00	0.00	189.28	232.46	421.86	4.46	0.00	470.54
	Ratio of minimum wage to value added per worker	0.36	0.41	0.00	0.00	1.14	0.34	0.28	0.04	0.00	0.23
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	6.0	6.0	6.0	6.0	6.0	5.0	6.0	6.0
	Premium for night work (% of hourly pay)	0	35	25	0	38	26	0	15	0	20
	Premium for work on weekly rest day (% of hourly pay)	100	0	100	50	0	26	100	100	100	0
	Major restrictions on night work?	No	No	No	No	No	No	No	No	No	No
	Major restrictions on weekly holiday work?	Yes	No	Yes	Yes	Yes	No	No	No	No	No
	Paid annual leave (working days) <sup>d</sup>	10.0	26.0	26.0	20.7	24.3	20.0	21.0	21.3	10.7	25.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	3.0	1.6	1.0	3.0	2.0	6.0	6.0	n.a.	6.0	3.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	No	Yes	Yes	No	Yes	No	Yes	Yes	No	Yes
	Third-party approval if 1 worker is dismissed?	No	Yes	Yes	No	No	No	Yes	No	No	No
	Third-party notification if 9 workers are dismissed?	No	Yes	Yes	No	Yes	No	Yes	Yes	No	Yes
	Third-party approval if 9 workers are dismissed?	No	Yes	Yes	No	No	No	Yes	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	No	No	No	Yes	No	Yes	No	Yes
	Priority rules for redundancies?	No	Yes	No	No	Yes	No	No	Yes	No	No
	Priority rules for reemployment?	No	Yes	Yes	No	Yes	Yes	No	Yes	No	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	3.3	0.0	4.3	4.3	4.3	0.0	4.3	8.7	3.0	11.6
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	0.0	0.0	26.0	15.2	10.5	7.7	7.6	69.6	0.0	7.2
Research questions <sup>g</sup>	Unemployment protection scheme?	No	Yes	No	No	No	Yes	No	No	No	Yes
	Health insurance for permanent employees?	No	Yes	No	Yes	Yes	Yes	No	Yes	No	Yes
	Courts or court sections specializing in labor disputes?	No	No	No	Yes	Yes	No	Yes	Yes	Yes	No

LABOR MARKET REGULATION DATA											
		Slovenia	Solomon Islands	South Africa	South Sudan	Spain	Sri Lanka	St. Kitts and Nevis	St. Lucia	St. Vincent and the Grenadines	Sudan
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	No	Yes	No	Yes	No	No	No	No	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	24	No limit	No limit	48	12	No limit	No limit	24	No limit	48
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	1,054.91	120.22	336.46	0.00	1,140.02	83.03	517.48	0.00	239.96	82.42
	Ratio of minimum wage to value added per worker	0.38	0.51	0.36	0.00	0.31	0.21	0.30	0.00	0.30	0.49
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	6.0	6.0	5.5	5.5	7.0	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	75	0	0	0	25	0	0	0	0	0
	Premium for work on weekly rest day (% of hourly pay)	50	0	100	0	0	0	0	150	0	0
	Major restrictions on night work?	No	No	Yes	No	Yes	Yes	No	No	No	No
	Major restrictions on weekly holiday work?	No	No	No	No	No	No	No	No	No	No
	Paid annual leave (working days) <sup>d</sup>	21.0	15.0	15.0	23.3	22.0	14.0	14.0	21.0	18.7	23.3
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	6.0	6.0	n.a.	3.0	2.0	6.0	3.0	3.0	6.0	3.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	No	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes
	Third-party approval if 1 worker is dismissed?	No	No	No	Yes	No	Yes	No	No	No	Yes
	Third-party notification if 9 workers are dismissed?	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
	Third-party approval if 9 workers are dismissed?	No	No	No	Yes	No	Yes	No	No	No	Yes
	Retraining or reassignment? <sup>f</sup>	Yes	No	Yes	No	No	No	No	No	No	No
	Priority rules for redundancies?	Yes	No	No	No	No	Yes	No	No	No	No
	Priority rules for reemployment?	No	No	No	No	No	No	Yes	No	Yes	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	5.3	4.3	4.0	4.3	2.1	4.3	8.7	3.7	4.0	4.3
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	5.3	10.7	5.3	21.7	15.2	54.2	0.0	9.3	10.0	21.7
Research questions <sup>g</sup>	Unemployment protection scheme?	Yes	No	Yes	No	Yes	No	..	No	No	No
	Health insurance for permanent employees?	Yes	No	No	Yes	Yes	No	No	Yes	No	Yes
	Courts or court sections specializing in labor disputes?	Yes	..	Yes	No	Yes	Yes	No	No	Yes	Yes



LABOR MARKET REGULATION DATA											
		Togo	Tonga	Trinidad and Tobago	Tunisia	Turkey	Uganda	Ukraine	United Arab Emirates	United Kingdom	United States (New York City)
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	Yes	No	No	No	Yes	No	Yes	No	No	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	48	No limit	No limit	48	No limit	No limit	No limit	No limit	No limit	No limit
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	107.20	0.00	337.80	280.46	569.33	2.14	147.69	0.00	1,371.67	1,379.37
	Ratio of minimum wage to value added per worker	1.34	0.00	0.18	0.54	0.42	0.02	0.32	0.00	0.27	0.21
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	6.0	6.0	6.0	6.0	5.5	6.0	6.0	6.0
	Premium for night work (% of hourly pay)	200	0	0	0	0	0	20	0	0	0
	Premium for work on weekly rest day (% of hourly pay)	65	0	100	100	100	0	100	50	0	0
	Major restrictions on night work?	No	No	No	No	Yes	No	No	No	No	No
	Major restrictions on weekly holiday work?	No	Yes	No	No	No	No	Yes	Yes	No	No
	Paid annual leave (working days) <sup>d</sup>	30.0	0.0	10.0	13.0	18.0	21.0	18.0	26.0	28.0	0.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	6.0	6.0	6.0	12.0	2.0	12.0	1.0	6.0	6.0	3.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	Yes	No	No	Yes	No	No	Yes	No	No	No
	Third-party approval if 1 worker is dismissed?	No	No	No	Yes	No	No	No	No	No	No
	Third-party notification if 9 workers are dismissed?	Yes	No	Yes	Yes	No	No	Yes	No	No	No
	Third-party approval if 9 workers are dismissed?	No	No	No	Yes	No	No	No	No	No	No
	Retraining or reassignment? <sup>f</sup>	No	No	No	Yes	No	No	Yes	No	No	No
	Priority rules for redundancies?	Yes	No	Yes	Yes	No	No	Yes	No	No	No
	Priority rules for reemployment?	Yes	No	No	Yes	Yes	No	Yes	No	No	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	4.3	0.0	6.4	4.3	6.7	8.7	8.7	4.3	5.3	0.0
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	8.8	0.0	14.1	7.8	23.1	0.0	4.3	0.0	4.0	0.0
Research questions <sup>g</sup>	Unemployment protection scheme?	No	No	No	No	Yes	No	Yes	No	Yes	Yes
	Health insurance for permanent employees?	No	Yes	No	Yes	Yes	No	No	Yes	Yes	No
	Courts or court sections specializing in labor disputes?	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	No

LABOR MARKET REGULATION DATA											
		United States (Los Angeles)	Uruguay	Uzbekistan	Vanuatu	Venezuela, RB <sup>b</sup>	Vietnam	West Bank and Gaza	Yemen, Rep.	Zambia	Zimbabwe
Difficulty of hiring	Fixed-term contracts prohibited for permanent tasks?	No	Yes	Yes	No	Yes	No	No	No	No	No
	Maximum length of fixed-term contracts (months) <sup>a</sup>	No limit	No limit	60	No limit	24	72	24	No limit	No limit	No limit
	Minimum wage for a full-time worker (US\$/month) <sup>b</sup>	1,379.37	610.92	44.88	326.14	622.25	123.02	384.62	87.33	292.99	255.49
	Ratio of minimum wage to value added per worker	0.21	0.31	0.19	0.74	0.39	0.60	1.58	0.45	1.21	2.11
Rigidity of hours	50-hour workweek allowed? <sup>c</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Maximum working days per week	6.0	6.0	6.0	6.0	5.0	6.0	6.0	6.0	5.5	6.0
	Premium for night work (% of hourly pay)	0	0	50	0	30	30	0	15	4	0
	Premium for work on weekly rest day (% of hourly pay)	0	100	100	50	50	0	150	100	100	0
	Major restrictions on night work?	No	No	Yes	No	Yes	No	Yes	No	No	Yes
	Major restrictions on weekly holiday work?	No	No	No	No	Yes	No	Yes	No	No	No
	Paid annual leave (working days) <sup>d</sup>	0.0	21.0	15.0	17.0	19.3	13.0	12.0	30.0	24.0	22.0
Difficulty of redundancy	Maximum length of probationary period (months) <sup>e</sup>	3.0	n.a.	3.0	6.0	1.0	1.0	6.0	6.0	n.a.	3.0
	Dismissal due to redundancy allowed by law?	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
	Third-party notification if 1 worker is dismissed?	No	No	No	No	n.a.	No	Yes	Yes	Yes	Yes
	Third-party approval if 1 worker is dismissed?	No	No	No	No	n.a.	No	No	No	No	Yes
	Third-party notification if 9 workers are dismissed?	No	No	Yes	No	n.a.	Yes	Yes	Yes	Yes	Yes
	Third-party approval if 9 workers are dismissed?	No	No	No	No	n.a.	Yes	No	No	No	Yes
	Retraining or reassignment? <sup>f</sup>	No	No	Yes	No	n.a.	Yes	No	No	No	Yes
	Priority rules for redundancies?	No	No	Yes	No	n.a.	No	No	No	No	No
	Priority rules for reemployment?	No	No	No	No	n.a.	No	No	Yes	No	No
Redundancy cost	Notice period for redundancy dismissal (weeks of salary) <sup>d</sup>	0.0	0.0	8.7	9.3	n.a.	0.0	4.3	4.3	4.3	13.0
	Severance pay for redundancy dismissal (weeks of salary) <sup>d</sup>	0.0	20.8	8.7	23.1	n.a.	24.6	23.1	23.1	46.2	69.3
Research questions <sup>g</sup>	Unemployment protection scheme?	Yes	Yes	Yes	No	Yes	Yes	No	..	No	No
	Health insurance for permanent employees?	No	No	No	No	No	Yes	No	No	No	No
	Courts or court sections specializing in labor disputes?	No	Yes	No	No	Yes	No	No	Yes	Yes	Yes

a. Including renewals.

b. Economies for which 0.00 is shown have no minimum wage in the private sector.

c. For 2 months a year in case of a seasonal increase in production.

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

e. Some answers are not applicable (n.a.) for economies in which there is no statutory provision for a probationary period.

f. Whether compulsory before redundancy.

g. No Doing Business data are available (..) for some economies.

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

Source: Doing Business database.