

Annex: employing workers

Before the global economic crisis Slovenia was among the fastest-growing economies in Europe, with an unemployment rate hovering near 4% at its 2008 low. But the country, with an export-focused economy, was hit hard by the crisis. By early 2010 the unemployment rate had risen to 6.3%. The government responded with 2 new laws. Under the Partial Reimbursement of Payment Compensation Act, a temporary measure expiring in 2011, the government reimburses employers for education expenses and wages paid to employees put on temporary leave because of work shortages. This helps employers stay in business while keeping workers on the payroll. And workers use their time off to receive training that can help them and their employers in the future. Another provisional measure enables employers facing work shortages to reduce their employees' workweek from 40 hours to 32. The employer pays only for the 32 hours worked, and the government makes up the difference. This way workers still receive their full wages, while struggling employers face lower costs.

Maintaining and creating productive jobs and businesses is a priority for economies recovering from the crisis. As the International Labour Organization's (ILO) Decent Work Agenda acknowledges, work plays a central part in people's lives,¹ providing economic and social opportunities. When the World Bank study *Voices of the Poor* asked

60,000 poor people around the world how they thought they might escape poverty, the majority of men and women pinned their hopes above all on income from their own business or wages earned in employment.² Smart employment regulation, which enhances job security and improves productivity through employer-worker cooperation, means that both workers and firms benefit.³

Good labor regulation promotes new businesses and can help shift workers to the formal sector, where they will benefit the most from worker protection and where higher productivity boosts economic growth.⁴ By contrast, labor market restrictions can be an obstacle to the development of businesses, which is consistently apparent in surveys of entrepreneurs in more than 80 countries.⁵ Moreover, strict labor rules and policies that increase the cost of formality are considered one of the main contributors to the persistence and growth of the informal sector in low-income economies, where it accounts for an estimated 30–70% of the workforce.⁶ Workers often become caught in the “informality trap”: those who do not leave the informal sector soon enough may find themselves remaining there for a long time.⁷ As a result, in developing economies excessively rigid employment rules can end up providing a relatively high standard of protection to a few workers in the formal sector—but minimal protection or none at all for the majority of workers, em-

ployed in the informal sector.⁸ Workers in the informal sector are twice as likely to become unemployed as those in the formal sector.⁹

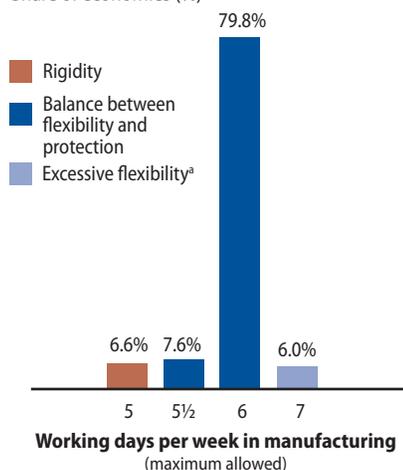
Creating productive jobs in the formal sector is key. So is shielding workers from abusive or arbitrary treatment. Where labor rules do not exist, or where the rules are too flexible and fail to offer sufficient protection, workers are at risk of abusive work conditions—such as working long hours without rest periods. When employers are hit by difficult times and economic redundancy becomes inevitable, lack of sufficient severance pay or unemployment benefits can also leave workers in precarious conditions. In Latin American countries, for example, workers dismissed from a job often turn to the informal sector because the lack of unemployment benefits prevents a proper search for another formal sector job.¹⁰

Evidence suggests that unemployment benefits can have a strong effect in reducing poverty.¹¹ Lack of access to insurance among poor rural households pushes them to take up low-risk activities with lower returns. This reduces their income potential—by 25% in rural Tanzania and by 50% in a sample of rural villages in India, according to a recent study.¹² Mauritius took such considerations into account when it implemented a new labor law in 2008 aimed at balancing flexibility and worker protection. As part of the unemployment protection

FIGURE 13.1

Most economies balance flexibility and protection in the length of the workweek

Share of economies (%)



a. Accords with ILO Convention 14.
Source: *Doing Business* database.

scheme, the law introduced a recycling fee—a lump sum payment from a national savings fund account to which employers contribute over time—rather than severance pay in the case of justified economic redundancies. Economies achieve this balance in different ways, depending in part on their organizational and financial means. Some establish a centralized system of government payments. Others mandate direct payments from employers.

CHANGES IN METHODOLOGY

Doing Business, in its indicators on employing workers, measures flexibility in the regulation of hiring, working hours and redundancy in a manner consistent with the ILO conventions. Changes in the methodology for these indicators have been made in the past 3 years so as to ensure consistency with relevant ILO conventions and to avoid scoring that rewards economies for flexibility that comes at the cost of a basic level of social protection (including unemployment protection). In *Doing Business 2010*, for example, the indicators started taking into account the existence of unemployment protection schemes in cases of redundancy dismissal where workers receive less than 8 weeks of severance pay.

Further changes have been made to take into account the need for a balance between worker protection and flexibility in employment regulation that favors job creation. Over the past year a consultative group—including labor lawyers, employer and employee representatives and experts from the ILO, the OECD, civil society and the private sector—has been meeting to review the methodology as well as to suggest future areas of research. Because this consultation is not yet complete, this year's report does not rank economies on the employing workers indicators or include the indicators in the aggregate ranking on the ease of doing business.

The consultative process has informed several changes in the methodology for the employing workers indicators, some of which have been implemented in this year's report. New thresholds have been introduced to recognize minimum levels of protection in line with relevant ILO conventions. This provides a framework for balancing worker protection against employment restrictions in the areas measured by the indicators.

Four main aspects are affected by the changes in methodology: the minimum wage, paid annual leave, the maximum number of working days per week and the tenure of the worker in the case study.

For the minimum wage, an economy would receive a score indicating excessive flexibility if it has no minimum wage at all, if the law provides a regulatory mechanism for the minimum wage that is not enforced in practice, if there is only a customary minimum wage or if the minimum wage applies only to the public sector. For paid annual leave there is now a minimum threshold of 15 working days below which scoring would indicate excessive flexibility. For paid annual leave above 26 working days, scoring would indicate excessive rigidity. For paid annual leave between 22 and 26 working days, an intermediate score would be assigned indicating semirigidity. For the number of working days per week there is now a maximum of 6 above which scoring would reflect excessive flexibility.

The change in the worker's tenure affects the measurements of annual leave, notice period and severance pay. Before, all these related to a worker with 20 years of tenure. Now they relate to the average for a worker with 1 year of tenure, a worker with 5 years and a worker with 10 years (see Data notes for a full description).

For working days per week, for example, the new methodology is in accord with ILO Convention 14, which states that every worker "shall enjoy in every period of seven days a period of rest comprising at least twenty-four consecutive hours." Under the new methodology economies requiring less than 1 day (24 hours) of rest time a week receive a lower score, indicating excessive flexibility. Economies achieve the highest score by striking a balance between flexibility and worker protection (figure 13.1). For a discussion of the results of some of the other changes in methodology, see the section in this chapter on emerging patterns.

WHO REFORMED LABOR REGULATIONS IN 2009/10?

Governments have continued to respond to the global economic crisis with short-term, emergency legislation aimed at mitigating its adverse effects. Some have focused on combating unemployment by attempting to help businesses adjust and recover, others on increasing assistance for those already unemployed. Spain now exempts a portion of severance payments from taxation. Romania exempts employers that hire previously unemployed workers from paying the workers' social insurance contributions for 6 months. Poland and Serbia have adopted legislative measures allowing employers to respond to a decline in work volume by reducing their workers' hours or placing workers on temporary leave with reduced pay. Eleven economies made changes to their labor regulations in 2009/10 that affect the employing workers indicators.

Australia passed the Fair Work Act

in 2009 and National Employment Standards in 2010. These led to significant changes, including the introduction of a severance pay requirement when before there had been none. Now workers in manufacturing are entitled to up to 12 weeks of severance pay, depending on the length of their tenure. In addition, an employer must look into the feasibility of reassigning an employee to another position before considering redundancy. Annual leave requirements changed from 20 working days (4 weeks for a worker with a 5-day workweek) to 4 weeks for a nonshift worker and 5 for a shift worker.

Bhutan set a minimum for paid annual leave, having previously required none. Under the 2009 Leave Regulation most workers are entitled to a minimum of 18 days of leave a year. The regulation was one in a series Bhutan adopted in 2009 to further implement aspects of its 2007 Labor and Employment Act.

Estonia adopted a new Employment Contracts Act in 2009. Under the new law there are no priority rules for rehiring. Collective dismissals meeting threshold numbers trigger requirements for notification of and consultation with employee representatives and government authorities. Notice periods were reduced to a range of 15–90 calendar days, depending on an employee's seniority, and severance payments to 1 month's wages. But now an unemployment insurance fund disburses an additional 1–3 months' wages, a solution that balances flexibility and worker protection.

Kuwait increased its notice period for dismissal from 15 calendar days to 3 months. It expanded minimum requirements for annual leave from 14 or 21 calendar days, depending on a worker's tenure, to 26 working days for all.

Malaysia changed its restrictions on redundancy dismissals. Before, an employer had to notify the Department of Labor in writing of all redundancy dismissals. A 2009 circular now limits that requirement to the redundancy dismissal of 5 or more employees.

Poland, which previously had no restriction on the maximum duration of

fixed-term contracts, introduced a limit of 24 months. The Slovak Republic reduced its limit from 36 months to 24.

Spain passed a royal decree-law to urgently implement several changes. One measure reduced the notice period for redundancy dismissal for workers with all lengths of tenure from 30 calendar days to 15.

Syria passed a new labor law in 2010 to replace its 1959 law. Among other changes, the new law increases notice periods to 2 months, introduces new restrictions on weekly holiday work and slightly increases annual leave—now 14–30 working days a year, depending on a worker's tenure.

Zimbabwe lowered its severance pay requirements. When the country converted its wages into U.S. dollars in response to hyperinflation, it also converted severance pay amounts. As a result, common law practices shifted. Retrenchment boards now grant 2–4 months' wages as severance rather than 4–6 months' wages.

WHAT PATTERNS ARE EMERGING?

Since its inception *Doing Business* has been collecting increasingly detailed information on labor regulation as a basis for the employing workers indicators.¹³ The employing workers data set has ex-

panded over the years. The following additional data are presented in this year's report or on the *Doing Business* website: the generally applicable minimum wage as well as any minimum wage applying to a 19-year-old worker, or an apprentice, in the manufacturing sector; the maximum duration for a single fixed-term contract; and provisions relating to the work schedule, such as the length of a standard workday, the limit on overtime both in normal and in exceptional circumstances, the minimum number of rest hours between working days required by law and premiums for overtime work, night work and weekly holiday work.

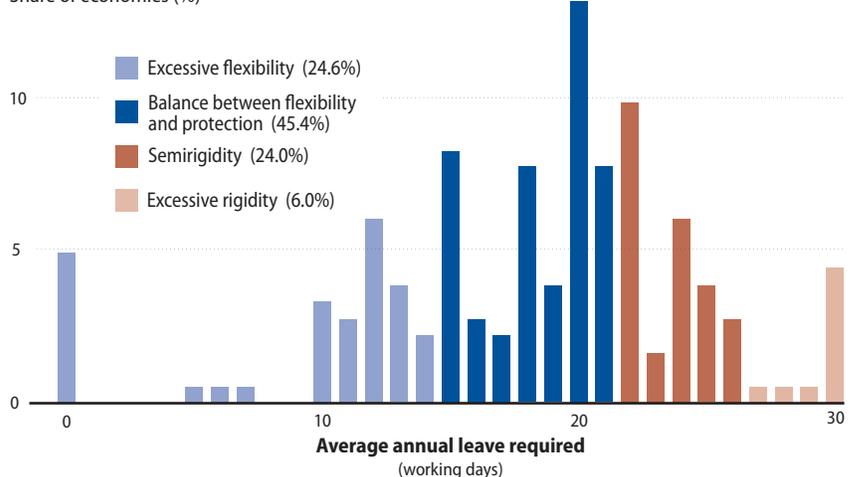
Doing Business also gathered new information on regulations according to length of job tenure (9 months, 1 year, 5 years and 10 years). Some aspects measured by the employing workers indicators—such as paid annual leave, notice period and severance payment—can vary with different tenures. And while the indicators previously considered a worker with 20 years of tenure, this length of tenure may not be typical for small and medium-size businesses in many economies.

The data *Doing Business* has gathered on employment and labor laws and regulations point to global and regional patterns in how the 183 economies it covers regulate the conditions on which

FIGURE 13.2

Almost half of economies balance flexibility and protection in annual leave

Share of economies (%)

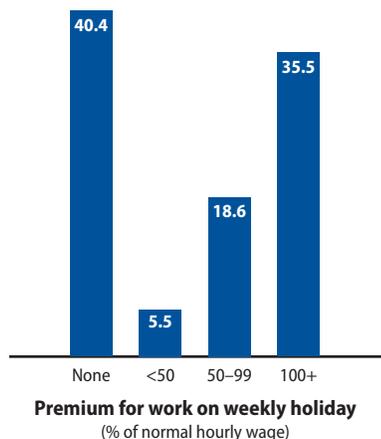


Note: The designation *excessive flexibility* accords with ILO Convention 132. Annual leave is the average for 1, 5 and 10 years of tenure. Source: *Doing Business* database.

FIGURE 13.3

The most common premium for work done on the weekly holiday is 100%

Share of economies (%)



Source: Doing Business database.

firms employ workers. These data can also be used to assess how regulation balances worker protection and employment flexibility.

FIXED OR PROPORTIONAL REDUNDANCY COSTS

In cases of redundancy dismissal, how do severance pay and notice period requirements vary for workers with different tenures? Eleven economies require no severance payment or notice period, which together make up the redundancy cost (expressed in weeks of wages). Among the rest, economies take 2 broad approaches: they set the same requirements for workers with different tenures, or they set requirements proportional to a worker's tenure.

Thirty-one economies take a fixed-cost approach. In Montenegro, for example, the redundancy cost is 28.1 weeks of wages whether the worker has 1, 5, 10 or 20 years of service. Six economies follow a proportional approach. One is the Islamic Republic of Iran, where workers are granted severance pay equal to 1 month's salary for each year worked.

The majority, 117 economies, fall between these 2 approaches. In these economies the redundancy cost is proportionally higher at the beginning of the worker's service. In most, this is because of a fixed notice period and a severance payment proportional to the

worker's tenure. Cape Verde, where the severance payment is 1 month's wages for each year of work, is an example. In other economies the notice period is fixed but the severance payment is proportionally higher at the beginning of the worker's tenure. In Thailand, for example, a worker with 5 years of tenure is given 180 days of severance pay while a worker with 20 years is given 300.

In 18 economies governments adopt yet another approach, which results in redundancy costs being proportionally higher toward the end of service. This is the case in Paraguay, where workers with 5 years of tenure are granted 75 calendar days of severance pay while those with 20 years receive 600.

BALANCING PROTECTION AND FLEXIBILITY IN ANNUAL LEAVE

Previously, the employing workers indicators scored economies on the basis of excessive rigidity in the number of days of annual leave. Now the data also highlight excessive flexibility—a change that reflects input from the consultative process. To illustrate, economies are divided into 4 groups based on average mandatory paid annual leave (figure 13.2). The first group consists of 43 economies that on the basis of ILO Convention 132 can be considered to have excessive flexibility, with average paid annual leave of less than 15 working days. The second group, 85 economies, shows a balance between flexibility and worker protection, with average paid annual leave of between 15 and 21 working days. The third group is formed of 44 economies that can be

considered to have semirigid regulations, with average paid annual leave of between 22 and 26 working days. The 11 economies in the last group have the most rigid regulations, requiring more than 26 working days of paid annual leave for workers.

VARYING PREMIUMS FOR WEEKLY HOLIDAY WORK

Economies also vary in the premium they require for work performed on the weekly holiday, with 74 economies requiring no premium. The most common holiday work premium is 100% of the hourly pay, while the highest observed premium is 150% of the hourly pay (figure 13.3).

High-income economies have lower premiums on average than low- and middle-income economies. But there is a significant difference within this group, with non-OECD high-income economies having a lower average premium than OECD high-income economies. Among regions, Latin America and the Caribbean has the highest average premium, and South Asia the lowest (figure 13.4).

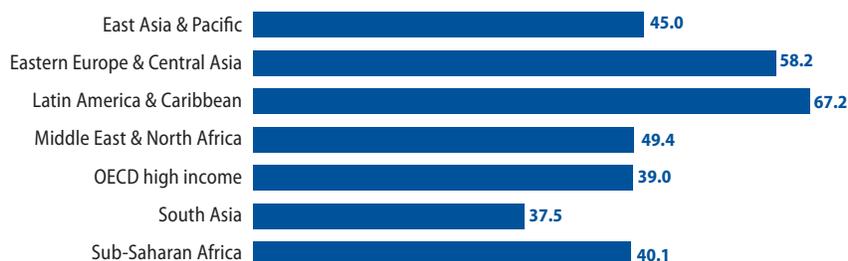
LOOKING FORWARD

The employing workers indicators are changing to reflect a balance between worker protection and flexibility in employment regulation that favors job creation. The changes are being driven by the useful engagement with experts and stakeholders through the ongoing consultative process. Initial analysis of the impact of the changes to the indicators il-

FIGURE 13.4

Where are premiums for working on the weekly holiday highest?

Average premium for work on weekly holiday (% of normal hourly wage)



Source: Doing Business database.

lustrates how economies tend to regulate the employment of workers and which regulations are excessively rigid, excessively flexible or balanced between them. Further analysis of the data collected will provide a deeper understanding of labor regulation and the patterns that emerge globally.

Following is some of the information collected for the employing workers data set across 183 economies. The complete data set is available on the *Doing Business* website.

1. ILO, “Decent Work FAQ: Making Decent Work a Global Goal,” accessed June 23, 2010, <http://www.ilo.org/>.
2. Narayan and others (2000).
3. Pierre and Scarpetta (2007).
4. La Porta and Shleifer (2008).
5. World Business Environment Surveys and Investment Climate Surveys, conducted in more than 80 countries by the World Bank in 1999–2000.
6. Bosch and Esteban-Pretel (2009).
7. Masatlioglu and Rigolini (2008).
8. Pierre and Scarpetta (2007).
9. Duryea and others (2006).
10. Pierre and Scarpetta (2007).
11. Vodopivec (2009).
12. Pierre and Scarpetta (2007) citing Rosenzweig and Binswanger (1993).
13. Detailed data are available for 183 economies on the *Doing Business* website (<http://www.doingbusiness.org>).

	Difficulty of hiring index				Rigidity of hours index						Difficulty of redundancy index							Redundancy cost		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^a	Minimum wage for a 19-year old worker or an apprentice (US\$ per month) ^b	Ratio of minimum wage to value added per worker	50-hour workweek allowed? ^c	Maximum working days per week	Premium for night work (% of hourly pay) ^d	Premium for work on weekly rest day (% of hourly pay) ^d	Major restrictions on night work? ^d	Major restrictions on weekly holiday work? ^d	Paid annual leave (working days) ^e	Dismissal due to redundancy allowed by law?	Third-party approval if 1 worker is dismissed?	Third-party approval if 9 workers are dismissed?	Third-party notification if 9 workers are dismissed?	Retraining or reassignment? ^f	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^g	Severance pay for redundancy dismissal (weeks of salary) ^g
Afghanistan	No	NO LIMIT	0.0	0.00	Yes	5.6	25	50	No	No	20.0	Yes	Yes	No	Yes	No	No	No	4.3	17.3
Albania	Yes	NO LIMIT	201.3	0.41	Yes	6.0	50	25	Yes	No	20.0	Yes	No	No	No	No	No	11.6	10.7	
Algeria	Yes	NO LIMIT	228.1	0.42	No	6.0	0	0	No	No	22.0	Yes	Yes	No	Yes	No	Yes	4.3	13.0	
Angola	Yes	12	122.0	0.22	Yes	6.0	25	100	Yes	Yes	22.0	Yes	Yes	Yes	No	Yes	Yes	4.3	10.7	
Antigua and Barbuda	No	NO LIMIT	576.5	0.36	Yes	6.0	0	0	No	No	12.0	Yes	No	No	Yes	Yes	No	3.4	12.8	
Argentina	Yes	60	447.6	0.45	Yes	6.0	13	50	No	No	18.0	Yes	No	No	No	No	No	7.2	23.1	
Armenia	Yes	60	88.3	0.23	Yes	6.0	150	100	No	No	20.0	Yes	No	No	Yes	No	No	8.7	4.3	
Australia	No	NO LIMIT	1,291.1	0.24	Yes	7.0	0	0	No	No	20.0	Yes	No	No	Yes	No	No	4.0	8.7	
Austria	No	NO LIMIT	716.3	0.12	Yes	5.5	17	100	No	No	25.0	Yes	Yes	No	No	No	Yes	2.0	0.0	
Azerbaijan	No	60	98.6	0.17	Yes	6.0	40	150	Yes	No	17.0	Yes	No	No	No	No	Yes	8.7	13.0	
Bahamas, The	No	NO LIMIT	693.3	0.24	Yes	5.5	0	0	No	No	11.7	Yes	Yes	No	No	No	Yes	0.0	10.7	
Bahrain	No	NO LIMIT	0.0	0.00	Yes	6.0	50	0	No	No	18.3	Yes	No	No	No	No	No	4.3	0.0	
Bangladesh	Yes	NO LIMIT	23.2	0.30	Yes	6.0	0	0	No	No	17.0	Yes	Yes	No	No	Yes	Yes	4.3	26.7	
Belarus	No	NO LIMIT	102.7	0.16	Yes	6.0	20	100	No	No	18.0	Yes	No	No	Yes	No	Yes	8.7	13.0	
Belgium	No	NO LIMIT	1,746.7	0.30	Yes	6.0	4	100	No	Yes	20.0	Yes	No	No	No	No	No	6.0	0.0	
Belize	No	NO LIMIT	291.7	0.50	Yes	6.0	0	50	No	No	10.0	Yes	No	No	No	No	No	3.3	5.0	
Benin	No	48	67.7	0.58	Yes	6.0	0	0	No	No	24.0	Yes	Yes	Yes	No	Yes	Yes	4.3	7.3	
Bhutan	No	NO LIMIT	33.0	0.13	Yes	6.0	0	0	No	No	15.0	Yes	Yes	No	No	No	No	8.3	0.0	
Bolivia ⁹	Yes	24	88.8	0.38	Yes	6.0	30	100	No	No	21.7	No	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	
Bosnia and Herzegovina	No	24	529.6	0.95	Yes	6.0	30	20	No	No	18.0	Yes	No	No	Yes	No	Yes	2.0	7.2	
Botswana	No	NO LIMIT	110.5	0.13	Yes	6.0	0	100	No	No	15.0	Yes	Yes	Yes	No	No	Yes	4.9	16.8	
Brazil	Yes	24	279.3	0.28	Yes	6.0	20	100	Yes	No	26.0	Yes	No	No	No	No	No	4.3	8.9	
Brunei Darussalam	No	NO LIMIT	0.0	0.00	Yes	6.0	0	50	No	No	13.3	Yes	No	No	No	No	No	3.0	0.0	
Bulgaria	No	36	166.2	0.24	Yes	6.0	10	0	Yes	No	20.0	Yes	No	No	No	No	No	4.3	3.2	
Burkina Faso	No	NO LIMIT	65.1	0.79	Yes	6.0	0	0	No	No	22.0	Yes	No	No	Yes	Yes	Yes	4.3	6.1	
Burundi	No	NO LIMIT	3.0	0.14	Yes	6.0	30	0	No	Yes	21.0	Yes	No	No	No	Yes	Yes	8.7	7.2	
Cambodia	No	24	41.0	0.47	Yes	6.0	30	100	No	No	19.3	Yes	No	No	No	Yes	Yes	7.9	10.7	
Cameroon	No	48	63.3	0.36	Yes	6.0	50	0	No	No	26.0	Yes	Yes	Yes	Yes	Yes	Yes	6.5	8.1	

	Difficulty of hiring index				Rigidity of hours index						Difficulty of redundancy index							Redundancy cost			
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^a	Minimum wage for a 19-year old worker or an apprentice (US\$ per month) ^b	Ratio of minimum wage to value added per worker	50-hour workweek allowed? ^c	Maximum working days per week	Premium for night work (% of hourly pay) ^d	Premium for work on weekly rest day (% of hourly pay) ^d	Major restrictions on night work? ^d	Major restrictions on weekly holiday work? ^d	Paid annual leave (working days) ^e	Dismissal due to redundancy allowed by law?	Third-party approval if 1 worker is dismissed?	Third-party approval if 1 worker is dismissed?	Third-party notification if 9 workers are dismissed?	Third-party notification if 9 workers are dismissed?	Retraining or reassignment? ^f	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^e	Severance pay for redundancy dismissal (weeks of salary) ^e
Canada	No	NO LIMIT	1,703.7	0.34	Yes	6.0	0	0	No	No	10.0	Yes	No	No	No	No	No	No	No	7.0	5.0
Cape Verde	Yes	60	0.0	0.00	Yes	6.0	25	100	No	No	22.0	Yes	Yes	Yes	Yes	Yes	Yes	Yes	6.4	23.1	
Central African Republic	Yes	48	39.8	0.59	Yes	5.0	0	50	No	Yes	25.3	Yes	Yes	No	Yes	No	Yes	Yes	4.3	17.3	
Chad	No	48	71.9	0.71	Yes	6.0	0	100	No	No	24.7	Yes	Yes	No	Yes	No	No	Yes	7.2	5.8	
Chile	No	24	0.0	0.00	Yes	6.0	0	0	No	No	15.0	Yes	Yes	No	Yes	No	No	No	4.3	12.0	
China	No	NO LIMIT	159.9	0.38	Yes	6.0	39	100	No	No	6.7	Yes	Yes	No	Yes	No	Yes	Yes	4.3	23.1	
Colombia	No	NO LIMIT	244.2	0.39	Yes	6.0	35	75	No	No	15.0	Yes	No	No	No	No	No	No	0.0	19.0	
Comoros	No	36	64.8	0.52	Yes	6.0	0	0	No	Yes	22.0	Yes	Yes	Yes	No	No	No	Yes	13.0	23.1	
Congo, Dem. Rep.	Yes	48	65.0	2.46	Yes	5.0	25	0	No	No	13.0	Yes	Yes	Yes	Yes	No	Yes	Yes	10.3	0.0	
Congo, Rep.	Yes	24	119.7	0.44	Yes	6.0	0	50	No	Yes	29.0	Yes	Yes	Yes	Yes	No	Yes	Yes	4.3	6.5	
Costa Rica	Yes	12	334.5	0.43	Yes	6.0	0	100	Yes	No	12.0	Yes	No	No	No	No	No	No	4.3	14.4	
Côte d'Ivoire	No	24	0.0	0.00	No	6.0	38	0	No	No	27.4	Yes	No	No	Yes	No	No	Yes	5.8	7.3	
Croatia	Yes	36	534.3	0.31	Yes	6.0	10	35	No	Yes	20.0	Yes	Yes	No	Yes	Yes	Yes	Yes	7.9	7.2	
Cyprus	No	30	0.0	0.00	Yes	6.0	0	0	No	No	20.0	Yes	Yes	Yes	No	Yes	No	Yes	5.7	0.0	
Czech Republic	No	24	427.8	0.21	Yes	6.0	10	10	No	No	20.0	Yes	No	No	No	No	No	No	8.7	13.0	
Denmark	No	NO LIMIT	0.0	0.00	Yes	6.0	0	0	No	No	25.0	Yes	No	No	No	No	No	No	0.0	0.0	
Djibouti	Yes	24	0.0	0.00	Yes	6.0	0	0	No	No	30.0	Yes	Yes	No	Yes	No	No	Yes	4.3	0.0	
Dominica	No	NO LIMIT	257.2	0.40	Yes	6.0	0	100	No	No	15.0	Yes	No	No	No	No	Yes	Yes	5.8	9.3	
Dominican Republic	Yes	NO LIMIT	226.0	0.37	Yes	6.0	0	100	No	Yes	14.0	Yes	No	No	No	No	No	No	4.0	22.2	
Ecuador	No	24	229.7	0.43	Yes	5.0	25	100	No	No	12.3	Yes	No	Yes	Yes	No	Yes	Yes	4.3	31.8	
Egypt, Arab Rep.	No	NO LIMIT	31.4	0.11	Yes	6.0	0	0	No	No	24.0	Yes	Yes	Yes	Yes	No	Yes	No	10.1	26.7	
El Salvador	Yes	NO LIMIT	80.1	0.17	Yes	6.0	25	100	Yes	Yes	11.0	Yes	No	No	No	No	No	No	0.0	22.9	
Equatorial Guinea	Yes	24	291.4	0.16	Yes	6.0	25	50	Yes	Yes	22.0	Yes	Yes	Yes	Yes	No	Yes	Yes	4.3	34.3	
Eritrea	Yes	NO LIMIT	0.0	0.00	Yes	6.0	0	0	No	No	19.0	Yes	No	No	Yes	No	No	No	3.1	12.3	
Estonia	Yes	120	393.0	0.23	Yes	5.0	25	0	Yes	No	24.0	Yes	No	No	No	Yes	Yes	No	8.6	4.3	
Ethiopia	Yes	NO LIMIT	0.0	0.00	Yes	6.0	0	0	No	No	18.3	Yes	No	No	Yes	Yes	Yes	No	10.1	10.5	
Fiji	No	NO LIMIT	290.8	0.56	Yes	6.0	6	100	No	No	10.0	Yes	Yes	No	Yes	No	No	No	4.3	5.3	

	Difficulty of hiring index				Rigidity of hours index							Difficulty of redundancy index							Redundancy cost	
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^a	Minimum wage for a 19-year old worker or an apprentice (US\$ per month) ^b	Ratio of minimum wage to value added per worker	50-hour workweek allowed? ^c	Maximum working days per week	Premium for night work (% of hourly pay) ^d	Premium for work on weekly rest day (% of hourly pay) ^d	Major restrictions on night work? ^d	Major restrictions on weekly holiday work? ^d	Paid annual leave (working days) ^e	Dismissal due to redundancy allowed by law?	Third-party approval if 1 worker is dismissed?	Third-party approval if 9 workers are dismissed?	Third-party notification if 9 workers are dismissed?	Retraining or reassignment? ^f	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^g	Severance pay for redundancy dismissal (weeks of salary) ^g
Finland	Yes	60	2,063.9	0.36	Yes	6.0	8	100	No	No	30.0	Yes	Yes	No	Yes	No	Yes	Yes	10.1	0.0
France	Yes	18	788.2	0.14	No	6.0	0	0	No	Yes	30.0	Yes	No	No	Yes	No	Yes	Yes	7.2	4.6
Gabon	No	48	48.2	0.05	Yes	6.0	50	100	No	No	24.0	Yes	Yes	Yes	No	Yes	Yes	10.4	4.3	
Gambia, The	No	NO LIMIT	0.0	0.00	Yes	5.0	0	0	No	No	21.0	Yes	Yes	No	Yes	No	Yes	26.0	0.0	
Georgia	No	NO LIMIT	25.1	0.08	Yes	7.0	0	0	No	No	24.0	Yes	No	No	No	No	No	0.0	4.3	
Germany	No	24	1,139.6	0.21	Yes	6.0	13	100	No	No	24.0	Yes	Yes	No	Yes	No	Yes	10.0	11.6	
Ghana	No	NO LIMIT	25.8	0.26	Yes	5.0	0	0	No	No	15.0	Yes	Yes	Yes	No	No	No	3.6	46.2	
Greece	Yes	NO LIMIT	1,015.8	0.29	Yes	5.0	25	75	No	Yes	23.3	Yes	No	No	Yes	Yes	No	0.0	24.0	
Grenada	Yes	NO LIMIT	225.3	0.31	Yes	6.0	0	0	No	No	13.3	Yes	No	No	No	No	No	7.2	5.3	
Guatemala	Yes	NO LIMIT	169.8	0.41	Yes	6.0	0	50	Yes	Yes	15.0	Yes	No	No	No	No	No	0.0	27.0	
Guinea	No	24	0.0	0.00	Yes	6.0	20	45	No	Yes	30.0	Yes	Yes	No	Yes	No	Yes	2.1	5.8	
Guinea-Bissau	Yes	12	0.0	0.00	Yes	6.0	25	50	No	No	21.0	Yes	Yes	Yes	Yes	Yes	Yes	0.0	26.0	
Guyana	No	NO LIMIT	145.0	0.45	Yes	7.0	0	100	No	No	12.0	Yes	Yes	Yes	No	No	No	4.3	12.3	
Haiti	No	NO LIMIT	43.2	0.41	Yes	6.0	50	50	No	No	13.0	Yes	No	No	No	No	No	10.1	0.0	
Honduras	Yes	24	259.2	0.99	Yes	6.0	25	100	Yes	No	16.7	Yes	Yes	Yes	Yes	Yes	No	7.2	23.1	
Hong Kong SAR, China	No	NO LIMIT	0.0	0.00	Yes	6.0	0	0	No	No	11.3	Yes	No	No	No	No	No	4.3	1.5	
Hungary	No	60	390.0	0.25	Yes	5.0	40	100	No	No	21.3	Yes	No	No	No	No	No	6.2	7.2	
Iceland	No	24	1,707.7	0.32	Yes	6.0	80	80	No	No	24.0	Yes	No	No	No	No	No	10.1	0.0	
India	No	NO LIMIT	24.1	0.16	Yes	6.0	0	0	No	No	15.0	Yes	Yes	Yes	Yes	Yes	Yes	4.3	11.4	
Indonesia	Yes	36	105.9	0.38	Yes	6.0	0	0	No	No	12.0	Yes	Yes	Yes	Yes	Yes	No	0.0	34.7	
Iran, Islamic Rep.	No	NO LIMIT	309.1	0.58	Yes	6.0	23	40	No	No	24.0	Yes	Yes	Yes	Yes	No	No	0.0	23.1	
Iraq	Yes	NO LIMIT	115.5	0.35	Yes	5.0	100	50	No	No	22.0	Yes	Yes	No	Yes	No	No	0.0	0.0	
Ireland	No	NO LIMIT	1,793.9	0.33	Yes	6.0	0	0	No	No	20.0	Yes	Yes	No	No	No	No	4.0	2.8	
Israel	No	NO LIMIT	985.7	0.29	Yes	5.5	0	50	No	Yes	18.0	Yes	No	No	No	No	No	4.3	23.1	
Italy	Yes	NO LIMIT	1,582.7	0.36	Yes	6.0	30	50	Yes	No	20.3	Yes	No	No	Yes	Yes	Yes	8.7	0.0	
Jamaica	No	NO LIMIT	207.3	0.31	Yes	7.0	0	0	No	No	11.3	Yes	No	No	No	No	No	4.0	10.0	
Japan	No	NO LIMIT	1,361.4	0.28	Yes	6.0	25	35	No	No	15.3	Yes	Yes	Yes	Yes	No	No	4.3	0.0	
Jordan	No	NO LIMIT	201.0	0.40	Yes	6.0	0	150	No	No	18.7	Yes	Yes	Yes	Yes	Yes	Yes	4.3	0.0	
Kazakhstan	No	NO LIMIT	111.6	0.14	Yes	6.0	50	100	No	No	18.0	Yes	Yes	No	Yes	No	No	4.3	4.3	

	Difficulty of hiring index				Rigidity of hours index						Difficulty of redundancy index							Redundancy cost		
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^a	Minimum wage for a 19-year old worker or an apprentice (US\$ per month) ^b	Ratio of minimum wage to value added per worker	50-hour workweek allowed? ^c	Maximum working days per week	Premium for night work (% of hourly pay) ^d	Premium for work on weekly rest day (% of hourly pay) ^d	Major restrictions on night work? ^d	Major restrictions on weekly holiday work? ^d	Paid annual leave (working days) ^e	Dismissal due to redundancy allowed by law?	Third-party approval if 1 worker is dismissed?	Third-party approval if 1 worker is dismissed?	Third-party notification if 9 workers are dismissed?	Third-party notification if 9 workers are dismissed?	Retraining or reassignment? ^f	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^g
Kenya	No	NO LIMIT	67.4	0.57	Yes	6.0	0	0	No	No	21.0	Yes	Yes	No	Yes	No	No	No	4.3	11.4
Kiribati	No	NO LIMIT	0.0	0.00	Yes	7.0	0	0	No	No	0.0	Yes	Yes	Yes	Yes	No	No	No	4.3	0.0
Korea, Rep.	No	24	579.9	0.25	Yes	6.0	50	50	Yes	No	17.0	Yes	Yes	No	Yes	No	No	No	4.3	23.1
Kosovo	No	NO LIMIT	0.0	0.00	Yes	6.0	20	0	No	No	16.0	Yes	No	No	No	No	Yes	Yes	13.0	7.2
Kuwait	No	NO LIMIT	0.0	0.00	Yes	6.0	0	50	No	No	26.0	Yes	No	No	No	No	No	No	13.0	15.1
Kyrgyz Republic	Yes	60	12.2	0.11	Yes	6.0	50	100	No	No	20.0	Yes	No	No	No	No	No	No	4.3	13.0
Lao PDR	No	NO LIMIT	63.9	0.51	Yes	6.0	15	150	No	No	15.0	Yes	Yes	Yes	Yes	No	No	No	6.4	40.7
Latvia	Yes	36	354.4	0.24	Yes	5.5	50	0	Yes	No	20.0	Yes	Yes	No	Yes	Yes	Yes	No	1.0	8.7
Lebanon	No	24	317.3	0.32	Yes	6.0	0	50	No	No	15.0	Yes	No	No	Yes	No	Yes	Yes	8.7	0.0
Lesotho	No	NO LIMIT	93.8	0.62	Yes	6.0	0	100	Yes	No	12.0	Yes	No	No	No	Yes	No	No	4.3	10.7
Liberia	No	NO LIMIT	52.0	2.11	Yes	6.0	0	50	No	No	16.0	Yes	Yes	No	No	No	Yes	Yes	4.3	21.3
Lithuania	Yes	60	329.7	0.24	No	5.5	50	50	No	No	20.0	Yes	No	No	No	Yes	Yes	No	8.7	15.9
Luxembourg	Yes	24	2,407.2	0.26	No	5.5	15	70	No	Yes	25.0	Yes	Yes	Yes	Yes	No	No	Yes	17.3	4.3
Macedonia, FYR	No	60	169.0	0.32	Yes	6.0	35	50	Yes	No	20.0	Yes	No	No	Yes	No	No	No	4.3	8.7
Madagascar	Yes	24	34.0	0.47	Yes	6.0	30	40	No	No	24.0	Yes	No	No	Yes	Yes	Yes	Yes	3.4	8.9
Malawi	Yes	NO LIMIT	22.6	0.49	Yes	6.0	0	100	No	No	15.0	Yes	Yes	No	Yes	No	No	No	4.3	14.0
Malaysia	No	NO LIMIT	0.0	0.00	Yes	6.0	0	0	No	No	13.3	Yes	No	No	Yes	No	No	No	6.7	17.2
Maldives	No	24	0.0	0.00	Yes	6.0	0	50	No	No	30.0	Yes	No	No	No	No	No	No	5.8	0.0
Mali	Yes	72	14.8	0.14	Yes	6.0	0	0	No	No	22.0	Yes	Yes	No	Yes	No	Yes	Yes	4.3	9.3
Marshall Islands	No	NO LIMIT	0.0	0.00	Yes	7.0	0	0	No	No	0.0	Yes	No	No	No	No	No	No	0.0	0.0
Mauritania	No	24	83.1	0.60	Yes	6.0	100	50	Yes	No	18.0	Yes	Yes	No	Yes	No	Yes	Yes	4.3	6.1
Mauritius	No	NO LIMIT	156.5	0.18	Yes	6.0	0	100	No	No	22.0	Yes	Yes	No	Yes	No	No	No	4.3	6.3
Mexico	Yes	NO LIMIT	123.6	0.11	Yes	6.0	0	25	Yes	No	12.0	Yes	Yes	Yes	Yes	No	Yes	Yes	0.0	22.0
Micronesia, Fed. Sts.	No	NO LIMIT	212.7	0.68	Yes	7.0	0	0	No	No	0.0	Yes	No	No	No	No	No	No	0.0	0.0
Moldova	Yes	NO LIMIT	96.6	0.52	Yes	6.0	50	100	Yes	Yes	20.0	Yes	Yes	No	Yes	Yes	Yes	Yes	8.7	13.9
Mongolia	No	NO LIMIT	82.4	0.42	Yes	5.0	0	0	No	No	17.7	Yes	No	No	No	No	No	No	4.3	4.3
Montenegro	No	NO LIMIT	76.4	0.09	Yes	6.0	40	0	No	No	19.0	Yes	No	No	No	Yes	Yes	Yes	2.1	26.0
Morocco	Yes	12	254.1	0.72	Yes	6.0	0	0	No	Yes	19.5	Yes	No	No	Yes	Yes	Yes	Yes	7.2	13.5

	Difficulty of hiring index				Rigidity of hours index				Difficulty of redundancy index						Redundancy cost						
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^a	Minimum wage for a 19-year old worker or an apprentice (US\$ per month) ^b	Ratio of minimum wage to value added per worker	50-hour workweek allowed? ^c	Maximum working days per week	Premium for night work (% of hourly pay) ^d	Premium for work on weekly rest day (% of hourly pay) ^d	Major restrictions on night work? ^d	Major restrictions on weekly holiday work? ^d	Paid annual leave (working days) ^e	Dismissal due to redundancy allowed by law?	Third-party approval if 1 worker is dismissed?	Third-party approval if 1 worker is dismissed?	Third-party notification if 9 workers are dismissed?	Third-party notification if 9 workers are dismissed?	Retraining or reassignment? ^f	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^e	Severance pay for redundancy dismissal (weeks of salary) ^e
Mozambique	Yes	72	87.9	1.26	Yes	6.0	0	100	No	Yes	21.3	Yes	Yes	No	Yes	No	No	No	No	4.3	36.8
Namibia	No	NO LIMIT	0.0	0.00	Yes	6.0	6	100	No	Yes	20.0	Yes	Yes	Yes	No	No	No	No	No	4.3	5.3
Nepal	Yes	NO LIMIT	60.8	0.97	Yes	6.0	0	50	No	No	0.0	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	4.3	22.9
Netherlands	No	36	1,062.7	0.17	Yes	5.5	0	0	Yes	Yes	20.0	Yes	Yes	Yes	Yes	Yes	Yes	No	No	8.7	0.0
New Zealand	No	NO LIMIT	1,552.3	0.45	Yes	7.0	0	0	No	No	20.0	Yes	No	No	No	Yes	No	No	No	0.0	0.0
Nicaragua	No	NO LIMIT	121.5	0.86	Yes	6.0	0	100	Yes	Yes	30.0	Yes	No	No	No	No	No	No	No	0.0	14.9
Niger	Yes	24	59.1	1.01	No	6.0	38	0	No	No	22.0	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4.3	5.8
Nigeria	No	NO LIMIT	0.0	0.00	Yes	6.0	0	0	No	No	20.0	Yes	No	No	Yes	No	No	Yes	Yes	4.0	12.2
Norway	Yes	48	3,647.4	0.34	Yes	6.0	0	0	Yes	Yes	21.0	Yes	No	No	No	No	Yes	Yes	Yes	8.7	0.0
Oman	No	NO LIMIT	363.6	0.15	Yes	6.0	50	100	No	No	18.3	Yes	No	No	No	No	No	No	No	4.3	0.0
Pakistan	Yes	9	44.8	0.31	Yes	6.0	0	100	No	Yes	14.0	Yes	No	No	No	No	Yes	Yes	Yes	4.3	22.9
Palau	No	NO LIMIT	450.6	0.38	Yes	7.0	0	0	No	No	0.0	Yes	No	No	No	No	No	No	No	0.0	0.0
Panama	Yes	12	370.3	0.42	Yes	6.0	0	50	Yes	Yes	22.0	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	0.0	19.0
Papua New Guinea	No	NO LIMIT	119.8	0.70	Yes	6.0	0	0	No	No	11.0	Yes	No	No	No	No	No	No	No	3.3	9.2
Paraguay	Yes	NO LIMIT	168.6	0.54	Yes	6.0	30	100	Yes	No	20.0	Yes	Yes	Yes	Yes	Yes	No	No	Yes	7.5	18.6
Peru	Yes	60	185.8	0.34	Yes	6.0	35	100	No	No	13.0	Yes	Yes	Yes	Yes	Yes	No	No	Yes	0.0	11.4
Philippines	Yes	NO LIMIT	173.2	0.72	Yes	6.0	10	30	No	No	5.0	Yes	Yes	No	No	No	Yes	Yes	No	4.3	23.1
Poland	No	24	379.4	0.27	Yes	6.0	20	100	No	No	26.0	Yes	No	No	No	Yes	Yes	Yes	Yes	10.1	0.0
Portugal	Yes	72	677.9	0.26	Yes	6.0	25	100	No	Yes	22.0	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	7.9	26.0
Puerto Rico	No	NO LIMIT	1,256.7	0.64	Yes	7.0	0	100	No	No	15.0	Yes	No	No	No	No	No	Yes	Yes	0.0	0.0
Qatar	No	NO LIMIT	0.0	0.00	Yes	6.0	0	0	No	No	22.0	Yes	Yes	Yes	Yes	No	No	No	No	7.2	16.0
Romania	Yes	24	214.5	0.22	Yes	5.0	25	100	No	No	21.0	Yes	No	No	No	Yes	Yes	Yes	Yes	4.0	4.3
Russian Federation	Yes	60	150.8	0.14	Yes	6.0	20	100	No	No	22.0	Yes	Yes	No	Yes	No	Yes	Yes	No	8.7	8.7
Rwanda	No	NO LIMIT	17.6	0.25	Yes	6.0	0	0	No	No	19.3	Yes	No	No	No	No	No	Yes	No	4.3	8.7
Samoa	No	NO LIMIT	128.7	0.30	Yes	6.0	0	100	No	No	10.0	Yes	No	No	No	No	No	No	No	5.8	0.0
São Tomé and Príncipe	Yes	36	0.0	0.00	No	6.0	25	0	No	Yes	26.0	Yes	Yes	Yes	Yes	No	No	No	Yes	4.3	26.0
Saudi Arabia	No	NO LIMIT	0.0	0.00	Yes	6.0	0	0	No	No	20.7	Yes	No	No	No	No	No	No	No	4.3	15.2
Senegal	Yes	48	77.3	0.48	Yes	6.0	38	0	No	Yes	24.3	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	3.2	10.5

	Difficulty of hiring index				Rigidity of hours index						Difficulty of redundancy/index						Redundancy cost				
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^a	Minimum wage for a 19-year old worker or an apprentice (US\$ per month) ^b	Ratio of minimum wage to value added per worker	50-hour workweek allowed? ^c	Maximum working days per week	Premium for night work (% of hourly pay) ^d	Premium for work on weekly rest day (% of hourly pay) ^d	Major restrictions on night work? ^d	Major restrictions on weekly holiday work? ^d	Paid annual leave (working days) ^e	Dismissal due to redundancy allowed by law?	Third-party approval if 1 worker is dismissed?	Third-party approval if 1 worker is dismissed?	Third-party notification if 9 workers are dismissed?	Third-party notification if 9 workers are dismissed?	Retraining or reassignment? ^f	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^g	Severance pay for redundancy dismissal (weeks of salary) ^g
Serbia	Yes	12	186.8	0.25	Yes	6.0	26	26	No	No	20.0	Yes	No	No	No	No	No	Yes	Yes	0.0	7.7
Seychelles	Yes	NO LIMIT	287.0	0.26	Yes	6.0	0	100	No	No	21.0	Yes	Yes	Yes	Yes	No	No	No	No	4.3	9.1
Sierra Leone	Yes	NO LIMIT	12.7	0.25	Yes	5.0	15	0	No	No	21.7	Yes	Yes	No	Yes	No	Yes	Yes	8.7	34.8	
Singapore	No	NO LIMIT	0.0	0.00	Yes	6.0	0	100	No	No	10.7	Yes	No	No	No	No	No	No	No	3.0	0.0
Slovak Republic	No	24	441.2	0.24	Yes	6.0	20	0	No	No	25.0	Yes	Yes	No	Yes	No	Yes	No	No	11.6	11.6
Slovenia	Yes	24	1,036.7	0.37	Yes	6.0	30	50	No	Yes	21.0	Yes	No	No	No	Yes	Yes	Yes	5.7	5.7	
Solomon Islands	No	NO LIMIT	96.3	0.73	Yes	6.0	0	0	No	No	15.0	Yes	Yes	Yes	No	No	No	No	4.3	10.7	
South Africa	Yes	NO LIMIT	516.4	0.70	Yes	6.0	0	100	Yes	No	15.0	Yes	Yes	No	Yes	No	Yes	No	4.0	5.3	
Spain	Yes	12	1,059.4	0.27	Yes	5.5	25	0	No	Yes	22.0	Yes	Yes	No	Yes	No	No	No	2.1	15.2	
Sri Lanka	No	NO LIMIT	35.6	0.15	Yes	5.5	0	50	No	Yes	14.0	Yes	Yes	Yes	Yes	No	Yes	No	4.3	54.2	
St. Kitts and Nevis	No	NO LIMIT	505.1	0.38	Yes	7.0	0	0	No	No	14.0	Yes	No	No	No	No	No	No	8.7	0.0	
St. Lucia	No	NO LIMIT	0.0	0.00	Yes	6.0	0	150	No	No	21.0	Yes	No	No	No	No	No	No	3.7	9.7	
St. Vincent and the Grenadines	No	NO LIMIT	176.0	0.27	Yes	6.0	0	0	No	No	19.3	Yes	No	No	Yes	No	No	Yes	4.0	10.0	
Sudan	No	48	90.6	0.50	Yes	6.0	0	0	No	No	23.3	Yes	Yes	Yes	Yes	No	No	No	4.3	21.7	
Suriname	No	NO LIMIT	0.0	0.00	Yes	6.0	0	100	No	No	16.0	Yes	Yes	Yes	Yes	No	No	No	0.0	8.8	
Swaziland	No	NO LIMIT	85.5	0.25	Yes	5.5	0	0	No	No	11.0	Yes	No	No	Yes	No	Yes	No	5.9	8.7	
Sweden	No	24	0.0	0.00	Yes	5.5	0	0	No	Yes	25.0	Yes	No	No	Yes	No	Yes	Yes	14.4	0.0	
Switzerland	No	120	0.0	0.00	Yes	6.0	0	0	No	No	20.0	Yes	No	No	No	No	No	No	10.1	0.0	
Syrian Arab Republic	No	60	133.7	0.41	Yes	6.0	0	100	No	Yes	19.3	Yes	Yes	Yes	Yes	No	No	No	8.7	0.0	
Taiwan, China	Yes	12	525.2	0.26	Yes	6.0	0	100	No	No	12.0	Yes	Yes	No	Yes	No	Yes	No	4.3	18.8	
Tajikistan	Yes	NO LIMIT	14.3	0.14	No	6.0	0	100	Yes	No	23.3	Yes	Yes	No	Yes	No	Yes	Yes	8.7	6.9	
Tanzania	Yes	0	60.0	0.75	Yes	6.0	5	100	No	No	20.0	Yes	Yes	Yes	Yes	No	No	No	4.0	5.3	
Thailand	Yes	NO LIMIT	78.9	0.18	Yes	6.0	0	0	No	No	6.0	Yes	No	No	No	No	No	No	4.3	31.7	
Timor-Leste	Yes	NO LIMIT	0.0	0.00	Yes	6.0	0	100	No	No	12.0	Yes	Yes	Yes	Yes	No	No	No	4.3	0.0	
Togo	Yes	48	60.0	0.92	Yes	6.0	38	60	No	No	30.0	Yes	Yes	No	Yes	No	Yes	Yes	4.3	7.3	
Tonga	No	NO LIMIT	0.0	0.00	Yes	6.0	0	0	No	Yes	0.0	Yes	No	No	No	No	No	No	0.0	0.0	
Trinidad and Tobago	No	NO LIMIT	0.0	0.00	Yes	6.0	0	100	No	No	10.0	Yes	No	No	Yes	No	Yes	No	6.4	14.1	

	Difficulty of hiring index			Rigidity of hours index						Difficulty of redundancy index							Redundancy cost				
	Fixed-term contracts prohibited for permanent tasks?	Maximum length of fixed-term contracts (months) ^a	Minimum wage for a 19-year old worker or an apprentice (US\$ per month) ^b	Ratio of minimum wage to value added per worker	50-hour workweek allowed? ^c	Maximum working days per week	Premium for night work (% of hourly pay) ^d	Premium for work on weekly rest day (% of hourly pay) ^d	Major restrictions on night work? ^d	Major restrictions on weekly holiday work? ^d	Paid annual leave (working days) ^e	Dismissal due to redundancy allowed by law?	Third-party approval if 1 worker is dismissed?	Third-party approval if 1 worker is dismissed?	Third-party notification if 9 workers are dismissed?	Third-party notification if 9 workers are dismissed?	Retraining or reassignment? ^f	Priority rules for redundancies?	Priority rules for reemployment?	Notice period for redundancy dismissal (weeks of salary) ^e	Severance pay for redundancy dismissal (weeks of salary) ^e
Tunisia	No	48	120.5	0.27	Yes	6.0	0	0	No	No	13.0	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4.3	7.8
Turkey	Yes	NO LIMIT	505.4	0.47	Yes	6.0	0	100	Yes	No	18.0	Yes	No	No	No	Yes	No	Yes	6.7	23.1	
Uganda	No	NO LIMIT	3.1	0.04	Yes	6.0	0	0	No	No	21.0	Yes	No	No	No	No	No	No	8.7	0.0	
Ukraine	Yes	NO LIMIT	125.1	0.38	No	5.5	20	100	No	No	18.0	Yes	Yes	No	Yes	Yes	No	Yes	8.7	4.3	
United Arab Emirates	No	NO LIMIT	0.0	0.00	Yes	6.0	0	50	No	Yes	26.0	Yes	No	No	No	No	No	No	4.3	18.1	
United Kingdom	No	NO LIMIT	1,805.0	0.35	Yes	6.0	0	0	No	No	28.0	Yes	No	No	No	No	No	No	5.3	2.6	
United States	No	NO LIMIT	1,252.9	0.21	Yes	6.0	0	0	No	No	0.0	Yes	No	No	No	No	No	No	0.0	0.0	
Uruguay	Yes	NO LIMIT	235.2	0.19	Yes	6.0	0	100	No	No	21.0	Yes	No	No	No	No	No	No	0.0	20.8	
Uzbekistan	Yes	60	23.9	0.17	Yes	6.0	50	100	Yes	No	15.0	Yes	No	No	Yes	Yes	No	No	8.7	13.0	
Vanuatu	No	NO LIMIT	247.0	0.65	Yes	6.0	75	50	No	No	15.0	Yes	No	No	No	No	No	No	9.3	23.1	
Venezuela, R99	Yes	24	326.4	0.25	Yes	6.0	30	50	Yes	No	19.3	No	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	
Vietnam	No	72	40.7	0.33	Yes	6.0	30	100	No	No	13.0	Yes	No	No	Yes	Yes	Yes	Yes	0.0	23.1	
West Bank and Gaza	No	24	0.0	0.00	Yes	6.0	0	150	Yes	Yes	18.0	Yes	Yes	No	Yes	No	No	No	4.3	23.1	
Yemen, Rep.	No	NO LIMIT	99.1	0.60	Yes	6.0	15	100	No	No	30.0	Yes	Yes	No	Yes	No	No	Yes	4.3	23.1	
Zambia	No	NO LIMIT	63.7	0.40	Yes	5.5	4	100	No	No	24.0	Yes	Yes	No	Yes	No	No	No	4.3	46.2	
Zimbabwe	No	NO LIMIT	90.0	1.80	Yes	6.0	0	0	No	No	22.0	Yes	Yes	Yes	Yes	Yes	Yes	Yes	13.0	69.3	

- a. Including renewals.
b. Economies for which 0.0 is shown have no minimum wage.
c. For 2 months a year in case of increase in production.
d. In case of continuous operations.
e. Average for workers with 1, 5 and 10 years of tenure.
f. Whether compulsory before redundancy.
g. Some questions are not applicable ("n.a.") for economies where dismissal due to redundancy is disallowed.

Source: Doing Business database.